



**NOT
APH
ASE**

2024-2025

HELLO!

As we step into a new year, we're feeling energised and ready for what's next. A couple of years ago, we took a step back to reimagine our role in the charity sector, driven by how uncertain and challenging the world felt at the time. That reflection reminded us of our core purpose: to be a source of joy, hope, and support for trans+ adults across the UK.

Three years on, with the current climate feeling just as complex, if not more so, we are even more certain that joy is exactly what's needed. Our commitment to creating spaces and opportunities for connection and positivity has never been stronger.

Reflecting on 2024, I couldn't be prouder of the incredible work our team has accomplished. From expanding our services to starting important conversations and showing up for our community, they've poured their hearts into everything we do. We also welcomed two fantastic new team members, Sacha and Maxine, whose energy and talents have been a game-changer for us. And we're thrilled to have Dee step into the role of Chair of the Board of Trustees, bringing fresh perspective and leadership as we move into this next chapter.

This year is particularly special for us as we'll be celebrating Not A Phase's fifth birthday. It's been an incredible journey so far, and we can't wait to mark this milestone with all of you.

None of this would have been possible without the dedication of our volunteers and supporters. Whether you've helped run a peer support group, coached our Misfits, donated to support our work, invited us into your workplace for a session, shared our work online, or just cheered us on from the sidelines, you've been a vital part of this journey. We honestly couldn't do it without you!

Looking to the future, we're more determined than ever to reach those who need us most—especially older members of the community and those living in places where access to support can feel out of reach.

There's so much to look forward to, and we can't wait to share it with you. Thank you for being part of the Not A Phase family and for standing with us every step of the way.

Here's to another year of making a difference together!

With love and gratitude,



Danielle St. James
Chief Exec



what does Not A Phase do?

misfits & socials

Misfits is our **FREE** fitness, wellness and self-defence programme exclusively for trans+ adults across the UK, whilst we also collaborate with groups and organisations to fund activities for the trans+ community to participate in and build friendships and communities.

trans+ connect

Facilitated by individuals with lived experiences, our peer-support online groups enable those members in the community to come together and share experiences, as well as provide advice and support to those who need it.

diversity & inclusion

We're proud to work with brands and organisations to ensure a safer, more inclusive society. We offer bespoke advice and workshops to help improve the working environment for trans+ employees, as well as advice and support on key events throughout the year.

community events & awareness

We centre the community in all we do and throughout the year, we put on important events to bring the community together, including our vigils for Transgender Day of Remembrance, as well as running nationwide campaigns that centre the community and investing in the trans+ economy here in the UK!

Meet the Team!

Staff Members



Danielle
Chief Exec & Trustee
She/Her



Alix
Director & Trustee
He/Him



Maxine
Online Comms Officer
She/Her



Lewis
Operations Coordinator
He/Him



Sacha
Misfits Head Coach
They/Them

Patrons



Juno Dawson
She/Her



DJ Fat Tony
He/Him



Bimini
They/Them



Cara Melle
She/Her



Jake Graf
He/Him



Hannah Graf
She/Her



Dr. Ronx
They/Them

Message from the Board of Trustees!

"As we reflect on the last year, we do it with immense pride for what has been accomplished, through the dedication, creativity and hard work of the people who stand as the driving force at the centre of our charity and our committed and valued volunteers and partners.

It has been another year where we have seen the charity grow at pace, built upon the strong relationships which have been shaped and nourished through the trans+ community and more widely, helping us to deliver a broadening set of activities that support the wellbeing of our community.

It has been inspiring to see our Misfits programme continue to flourish, with more members of our community engaging with activities than ever before and an expanding network of fitness leaders bringing opportunities to connect through a diverse range of classes across the country.

We know the work outlined in this report remains critically important, particularly in the context of another tumultuous year for our community and as we look to the year ahead, we do it with renewed energy and excitement at what we can achieve. As a charity we remain steadfast in delivering the Not A Phase mission to uplift the lives of trans+ people and are committed to continue to act as a beacon of hope for our community, providing much needed space for connection and mental and physical nourishment as well as campaigning to raise awareness of issues impacting trans+ people.

Next year we will be embarking on developing our first strategy, helping us secure our future over the next five years. As a Board we will be listening and learning to ensure we get this right and we hope to hear ideas from staff, volunteers, collaborators, donors and anyone who shares our mission to see trans+ lives flourish.

Thank you to all supporters of Not A Phase, we hope you are as proud of our achievements as we are."

Trustees



Dee
Chair of Trustees
She/Her



Hayden
He/Him



Glyn
He/Him



Jack
He/Him



Danielle
She/Her



Antonia
She/Her



Alix
He/Him

2024 Stats

3 new
Misfits
locations
launched!

over 4000
registered
service
users

730 free
fitness
sessions
facilitated

over 85
Misfits
Unleashed
sessions

9 Misfits
trainers
joined the
family

over 65
socials
/activities
facilitated

7 peer
support
groups
launched

Over 80
peer
support
sessions
ran

over 1000
spaces filled
in support
groups

doubled
support
from
partners

3
community
TDOR vigils
hosted

2 new
staff
members
joined the
team!

MISFITS

Misfits is a fitness, wellbeing and self defence programme created by Not A Phase. Focussing on confidence building whilst breaking down the barriers between the Trans+ community and traditional gym spaces.

We run our Misfits program in partnership with various different gym spaces across the UK, all that operate with a zero-tolerance policy to prejudice. All of our Misfits sessions are completely free for Trans+ adults to attend and operate on a weekly schedule, which is different in each location.

Locations



Testimonials

"I have got much more physically fit, it's been brilliant for my self-esteem, the workouts are joyous, and I've made many friends from Misfits workouts."

Rosa - Misfits Service User



"Misfits is the only exercise class I've ever felt comfortable enough to attend regularly. It feels so welcoming, whilst also actually encouraging you physically to get fitter. It feels so safe being around other trans+ folk - I don't feel self-conscious of my body or physical abilities like I have done in other exercise classes."

Jack - Misfits Service User

"It's been a great chance to be active and feel completely comfortable, which I just don't in cis exercise spaces. I'd never been to a gym before Misfits and I feel so confident at their classes it's wonderful"

Anon - Misfits Service User

"Its made a huge difference regularly spending time with other trans folks and being in a space where I know I can move my body whilst feeling safe, included, and respected"

Anon - Misfits Service User

Join Misfits!



notaphase.org/misfits

Misfits Trainers



Brinny
Brighton
They/Them



Mel
Manchester
She/Her



Zoe
Manchester
She/They



Joy
Bristol
They/Them



Barney
Bristol
He/Him



Dylan
Birmingham
They/Them



Irum
Birmingham
She/Her



Pennie
Sheffield
They/Them



Huld
Edinburgh
She/They/Ver



Nikhita
Edinburgh
They/Them



Callie
London
She/Her



G
London
She/Her



Perry
London
He/Him



Megs
London
She/Her



Fran
London
They/Them



El
Belfast
She/Her

Head to notaphase.org/misfits to find out more and apply to join the team!

Misfits Head Coach



Sacha
Manchester
(They/Them)

"Hi,

I'm incredibly grateful to step into the role of Head Coach at Not A Phase. With over 10 years of experience in the fitness industry, I've seen the many shifts and changes over the years, and I'm excited to bring that knowledge and growth into this new chapter.

Over the next year, my goal is to create more opportunities for the amazing coaches here at Not A Phase. We plan to introduce a variety of new exercise formats, including running, and offer ways to get more involved in fundraising for the charity through sponsored events.

Additionally, I want to build stronger connections within our coaching community and support each of you in growing your classes and fostering a vibrant, engaged community.

Looking forward to the journey ahead!"

Sacha

TRANS+ CONNECT

Trans+Connect consists of peer-support groups that are led by those with lived experiences, to provide support, advice and a space to talk for those who might need additional support with their transition.

These groups are a place to learn, support one another and connect. Launched in 2024, our roster of groups is growing and we're so excited to continue supporting the community with new groups in 2025!

Trans+Connect Groups

Later in Life: Feminine

a space for those who are over the age of 30 and going through the process of transitioning. This group is aimed towards trans+ women and trans+ feminine people.



Rebecca
She/Her



Sophia
She/Her

Later in Life : Masculine

a space for those who are over the age of 30 and going through the process of transitioning. This group is aimed towards trans+ men and trans+ masculine people.



Jason
He/Him



James
He/Him

Early Days: Feminine

a space for those who at the start, or within their first year of transitioning. This group is aimed towards trans+ women and trans+ feminine people.



Uglia
She/They



Amber
She/Her

Early Days: Masculine

a space for those who at the start, or within their first year of transitioning. This group is aimed towards trans+ men and trans+ masculine people.



Fox
He/They



Lewis
He/Him

Intimacy & Relationships

a space for anyone who identifies as trans+ to come and participate in themed discussions around intimacy, including conversations about sex and relationships.



Shae
They/Them



Rhi
They/Nhw

The Enby Edition

a space for those who identify as non-binary or gender non-conforming to come together and share experiences, advice and support.



Ben
They/Them



Ki
He/They

Peers, Parents & Partners

intends to consider the needs of the loved ones and relatives of Trans+ people who want to learn more about how they can be supportive of the Trans+ people closest to them.



Rowan
He/Him



Lori-Jade
She/Her

Future Groups for 2025!

Neurodiversity
People of Colour

Sobriety
Trans+ Parenting

2025 Plans!

5 Year Strategy

As the charity approaches its 5th birthday, we're incredibly proud to reminisce about all that we've achieved over the past five years, however we're already looking ahead! This year, we will develop Not A Phase's first ever 5-year strategy, which will help us to set out our aims and goals for the charity and help us to become more focused on our goal of uplifting the lives of trans+ adults across the UK.

Misfits Expansion

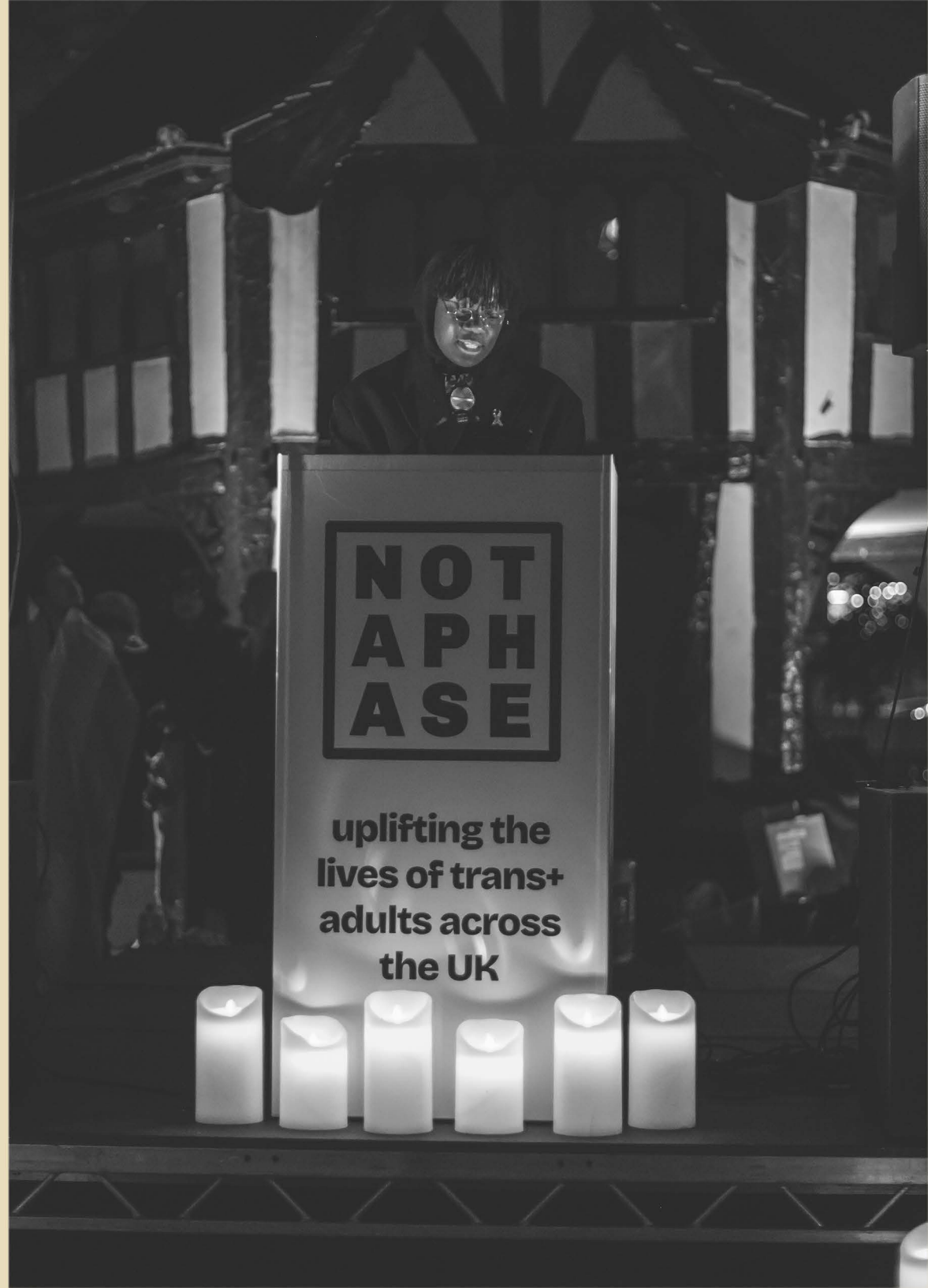
This year, we are focusing on expanding Misfits to ensure we're reaching those who are currently not able to access our services. Our initial plan is to expand into the North East and South West of UK, with other locations being considered for the later part of the year. We're also looking at diversifying our Misfits Unleashed offering and ensuring this is rolled out to all 9 of our current locations. Our newly appointed Misfits Head Coach is going to be launching a training programme designed to improve inclusivity in the fitness space, helping to increase the number of trans+ fitness leaders.

Trans+Connect

Launching our Trans+Connect peer-support groups were a highlight of 2024 for us and so we're excited to expand and diversify our offering for service users throughout 2025. Working with community leaders, we're hoping to set up a number of new groups that focus on intersectional issues that the community may experience, including support groups that focus on neurodiversity and those diagnosed with HIV/AIDS.

Support Us!

If you would like to help support us on our goals this year, you can use the QR code to donate directly to the charity, find out more information about volunteering with us and discover how you can set up your own activity/social for the trans+ community!





Get Involved!

Work with Us!

We work with different organisations and brands throughout the year that are crucial to continuing our services for the trans+ community. We offer our supporting partners workshops, bespoke consultancy, content partnerships, campaign advice and custom activations like supporting our flagship fitness and self defence program Misfits. If you or your brand are looking to support the trans+ community this year, please do get in touch!

Fundraise for Us!

As an organisation that relies on the help of our community and allies to continue our work, any donations we receive are used to support community projects and awareness campaigning, as well as helping to fund trans+ initiatives and grow the UK trans+ economy. There are many different ways to raise money for us, including taking part in one of our fitness events, hosting a charity stream, organising and hosting a work event or even creating a social media fundraiser! If you're looking for any additional resources, please check out website!

Volunteer with Us!

By volunteering with us, you can help us to uplift the lives of trans+ adults across the UK through a variety of different roles, including Event Stewards, Misfits Trainers or as a Social Lead. All of these roles require different time commitments, so if you're interested in applying, fill in our short pre-registration form on our website and one of our team will be in touch to discuss the opportunities available in further detail with you.

Contact Us!

If you're keen to get in touch about any of the above, or you have an idea or collaboration that you think would be a good fit for Not A Phase, please drop us an email at hello@notaphase.org and we'll get back to you!



hello@notaphase.org

www.notaphase.org

Not A Phase,

11 High Street,

Margate,

Kent,

CT9 1DL

UK Charity Number: 1193381



NOT A PHASE

Charity No. 1193381

Company No.CE024801

Trustees' Report and Unaudited Accounts

30 June 2024

NOT A PHASE

CONTENTS

	Page
Trustees' Annual Report	1
Statement of financial activities	2
Balance sheet	3
Statement of cash flows	4
Independent Examiner's Report	5

NOT A PHASE

REPORT

FOR THE YEAR ENDED 30 JUNE 2024

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 30 June 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. CE024801

Charity No. 1193381

Registered Office

11 High Street
Margate
CT9 1DL

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law.
The following Directors and Trustees served during the year:

Dee Humphreys
Hayden Millar
Antonia Belcher
Dr Jack Lopez
Glyn Fussell
Danielle Anson-Jones
Alix Anson-Jones

Accountant

NGL Accounting Ltd
Red Tree Magenta
270 Glasgow Rd
G73 1UZ

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board

DANIELLE ANSON-JONES

Trustee
30 June 2024.

NOT A PHASE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £
Income from:					
Charitable activities		354,733	132,241	486,974	206,818
Total income		<u>354,733</u>	<u>132,241</u>	<u>486,974</u>	<u>206,818</u>
Expenditure on:					
Raising funds		-	-	-	(28,900)
Charitable activities		231,087	66,877	297,964	198,679
Total expenditure		<u>231,087</u>	<u>66,877</u>	<u>297,964</u>	<u>169,779</u>
Net income and movement in funds		123,646	65,364	189,010	37,039
Reconciliation of funds:					
Fund balances at 1 July 2023		37,039	-	37,039	-
Fund balances at 30 June 2024		<u>160,685</u>	<u>65,364</u>	<u>226,049</u>	<u>37,039</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

NOT A PHASE

BALANCE SHEET

AS AT 30 JUNE 2024

	Notes	2024	£	2023	£
Fixed assets					
Intangible assets			10,028		10,587
Tangible assets			612		-
			<u>10,640</u>		<u>10,587</u>
Current assets					
Debtors		221,028		35,122	
Creditors: amounts falling due within one year			<u>(5,619)</u>		<u>(8,670)</u>
Net current assets			<u>215,409</u>		<u>26,452</u>
Total assets less current liabilities			<u>226,049</u>		<u>37,039</u>
Net assets excluding pension liability			<u>226,049</u>		<u>37,039</u>
			<u><u>226,049</u></u>		<u><u>37,039</u></u>
The funds of the					
Restricted income funds	1		65,364		-
Unrestricted funds			160,685		37,039
			<u>226,049</u>		<u>37,039</u>
			<u><u>226,049</u></u>		<u><u>37,039</u></u>

The financial statements were approved by the on 31 March 2025

Ms Danielle Anson-Jones

Mr Glyn Fussell

NOT A PHASE

INDEPENDENT EXAMINER'S REPORT TO THE OF NOT A PHASE

Responsibilities and basis of report

I report in respect of my examination of the 's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the 's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.

Natasha Cassidy
NGL London Ltd
3401 Bagshaw Building
1 Wards Place,
Canary Wharf,
London, England,
E14 9DY

Dated: 31 March 2025

NOT A PHASE

INDEPENDENT EXAMINER'S REPORT (CONTINUED) TO THE OF NOT A PHASE

1 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

At 1 July 2023	Incoming resources	Resources expended	At 30 June 2024
£	£	£	£
-	132,241	(66,877)	65,364
<u> </u>	<u> </u>	<u> </u>	<u> </u>

Independent Examiner's Report to the trustees of Not A Phase

I report on the Not A Phase for the year ended 30th June 2024 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, and the related notes.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) 2005 Act and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the Accounts Regulations does not apply.

As examiner it is my responsibility to:

- examine the accounts under s.44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005;
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations
- to prepare accounts which accord with the accounting records, comply with Regulation 9 of the 2006 Accounts Regulations

have not been met: or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Natasha Cassidy
NGL Accountants
3401 Bagshaw Building
London
E14 9DY