



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1 August 2022
Period end date

Period start date To 30 September 2023

Charity name: Pride in Luton

Charity registration number: 1202565

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To promote equality and diversity for the benefit of the public in Luton and the surrounding areas in particular but not exclusively by: Working for the elimination of discrimination on the grounds of sexual orientation or gender identity; Advancing education and raising awareness of the issues faced by those in the LGBTIQ community and cultivating a sentiment in favour of equality and diversity
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>To promote equality and diversity for the benefit of the public in Luton and the surrounding areas in particular but not exclusively by:</p> <p>a. Working for the elimination of discrimination on the grounds of sexual orientation or gender identity</p> <p>b. Advancing education and raising awareness of the issues faced by those in the LGBT+ community and cultivating a sentiment in favour of equality and diversity</p> <p>c. Delivering an annual LGBT+ festival and smaller events and activities for the LGBT+ community and its allies throughout the year in order to foster understanding between people from diverse backgrounds</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	Volunteers play a vital role in Pride In Luton. Pride in Luton is currently solely run by volunteers.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>Pride in Luton has been holding monthly social activity groups and monthly Trans+ admin support groups. Both of these were funded through the Health Lottery Grant and continue to grow each month, with over 60 active users of the social activity groups and 15 active users of the Trans+ admin support group.</p> <p>As part of our work, we have also run a number of educational sessions with different organisations including a "lunch and learn" for Luton Council focusing on IDAHOT (International Day against Homophobia, Biphobia and Transphobia). We have continued to work with diverse communities in Luton and beyond, linking with Rainbow Bedfordshire (East London NHS Foundation Trust), LGBT Bedfordshire, Luton Sexual Health, Churches Together Luton, Micro Rainbow and others. By working collectively with partners we have broadened the insight that is helping to shape Pride in Luton, and offered our services to a wider audience.</p>

		<p>We held our second successful Pride in Luton festival, attracting over 4500 people to a one-day event held in the Hat District in Luton. This festival had performances, wellbeing zones for adults and teenagers, community information stalls, LGBTIQ+ arts and crafts market and educational talks. We continued to strengthen our inclusivity of the festival and provided BSL interpreters at each stage, as well as further support for those who need additional support to fully participate. This work has been recognised and cited as best practice for a community festival by the Disability Forum in Luton.</p> <p>Earlier in the year, we won the Luton Best's Equality and Inclusion Award for our work. This award recognised our work to make Luton a more inclusive and cohesive town.</p> <p>In September we held our annual Big Pride Picnic. This event brought together over 100 people to enjoy the last of the summer sun, listen to music and share food. By creating opportunities for people to come together, it has brought new members into the group and in turn helped reduce isolation and loneliness.</p> <p>We continue to be in a financially sound position. We are introducing additional policies to support the development of the organisation including for us to start hiring staff to support our work.</p>
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Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	We continue to be in a financially sound position. We are introducing additional policies to support the development of the organisation including for us to start hiring staff to support our work.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>The Pride in Luton reserves policy was reviewed and updated during November 2023.</p> <p>The trustees have set a level equivalent to 3 months of operating costs for the organisation as a minimum level of reserve. This fund is a contingency in the event of a sudden reduction in income, in order to protect the future operation of the organisation from the effects of any unforeseen variations in its income and expenditure. It also provides a cash flow for grants and contracts that are paid in arrears.</p> <p>The trustees have designated reserves where there are planned commitments that cannot be met by anticipated future income alone. These reserves are broken down into a number of funds that relate to:</p> <ul style="list-style-type: none"> • The organisation's responsibilities as an employer to hold sufficient funds to provide proper notice and redundancy costs in the event of closure • The organisation's responsibilities as a grant holder to hold sufficient funds to pay back any grant funding not spent in the event of closure <p>The reserves policy and the levels of reserves required are reviewed yearly as part of the annual budgetary process.</p>
Amount of reserves held	Para 1.22	£0
Reasons for holding zero reserves	Para 1.22	Policy agreed on 11 January 2024, and as such we are yet to decide best approach to hold reserves (ie high interest account etc)
Details of fund materially in deficit	Para 1.24	£0
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Fundraising, sponsorship and grant revenue from funders including The National Lottery Community Fund, Health Lottery and Bedfordshire and Luton Community Foundation
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Structure, Governance and Management

Description of charity's trusts:		N/A
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>(1) Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>(2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Relationship with any related parties	Para 1.51	We have formed a formal partnership with The Culture Trust and are proud to call the Hat Factory Arts Centre, our home. Creating safe LGBTIQ+ spaces is vital and seen as a key priority for our community. This formal partnership will allow Pride in Luton to continue to grow, support the Culture Trust Luton with a wider inclusive programme of activity and collectively to develop a brand new space in "the vaults" to support the community.
Other		

Reference and Administrative details

Charity name	Pride in Luton
Other name the charity uses	N/A
Registered charity number	1202565
Charity's principal address	Pride in Luton, C/O Hat Factory Arts Centre, 65-67 Bute Street, Luton, LU1 2EY

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Rosie Bensus	Chairperson	26/10/2023	Trustee board
2	Jesse Bryce		1/03/2023	Trustee board
3	Scott Eastwood	Treasurer	1/03/2023	Trustee board
4	Elle Holdstock-Clarke		1/03/2023	Trustee board
5	Shaun Martinez		1/03/2023	Trustee board

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)		
Position (eg Secretary, Chair, etc)		
Date		



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name		Pride in Luton		Charity No (if any)		1202565		
Annual accounts for the period								
Period start date		Aug-22		To		Period end date		

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£	£	£	£	£
		F01	F02	F03	F04	F05
Incoming resources (Note 3)						
Income and endowments from:						
Legacies	S01	9,360	-	-	9,360	-
Grants from funders	S02		28,539	-	28,539	-
Donations	S03	31,778		-	31,778	-
Fundraising	S04	1,287	-		1,287	-
	S05	-	-	-	-	-
	S06	-	-	-	-	-
Total	S07	42,425	28,539	-	70,964	-
Resources expended (Note 6)						
Expenditure on:						
PIL fesitval	S08	19,651	16,950	-	36,601	-
Other events (picnic, christmas, LGBT History Month etc)	S09	1,559	2,107	-	3,666	-
Social events (Sunday socials etc)	S10	596	-	-	596	-
Support groups (Trans+ group etc)			59			
Adminsitration (web hosting etc)			861			-
Staff costs (from restricted funding)	S11	326	1,290			
Volunteer expenses						
Total	S12	22,132	19,977	-	42,109	-

Net income/(expenditure) before investment

Net gains/(losses) on investments

Net income/(expenditure)

Extraordinary items

Transfers between funds

Other recognised gains/(losses):

Gains and losses on revaluation of fixed assets for the charity's own use

Other gains/(losses)

Net movement in funds

Reconciliation of funds:

Total funds brought forward

Total funds carried forward

S13	20,293	8,562	-	28,855	-
S14	-	-	-	-	-
S15	20,293	8,562	-	28,855	-
S16	-	-	-	-	-
S17	-	-	-	-	-
S18	-	-	-	-	-
S19	-	-	-	-	-
S20	20,293	8,562	-	28,855	-
S21	-	-	-	-	-
S22	20,293	8,562	-	28,855	-

Signed by

Printed name

Rosie Bensus
Chairperson of Pride in Luton



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Pride in Luton CIO

On accounts for the year
ended

30th September 2023

Charity no
(if any)

1202565

Set out on pages

3-5 of the annual report and of the accounts.

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **30/09/2023**

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

M M Brown

Date:

19/01/2024

Name:

Mariana Brown

Relevant professional
qualification(s) or body
(if any):

N/A

Address:

30 Kingstone Road

Luton

LU2 7SA

Section B

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/a