



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

Trustees' Annual Report for the period

From 1st October 2023 To 30th September 2024

Charity name: Pride in Luton CIO

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> <ul style="list-style-type: none">a. Working for the elimination of discrimination on the grounds of sexual orientation or gender identityb. Advancing education and raising awareness of the issues faced by those in the LGBT+ community and cultivating a sentiment in favour of equality and diversityc. 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
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	<p>Volunteers play a vital role in Pride In Luton. Pride in Luton is currently run by volunteers with support from a part time worker.</p> <p>Around 500 hours of volunteering time goes into to Pride in Luton annually.</p>
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>With our AGM in 2023 at the end of summer, our monthly 'Sunday Social' events became more important in bringing people together as the weather got colder. We continue to see returning faces and new members joining our community, including those joining us while awaiting decisions on their refugee status. Each person brings their own story, their own past, and their own hope for the future that really is the reason for Pride in Luton to exist.</p> <p>Each month the 'Trans+ Admin' peer support group has been meeting, growing in size as those in our community learn it is a safe space for them to meet and share their experiences. Led by Elle, this group remains one of the most impactful parts of our organisation, especially in a time when trans and non-binary people are most at risk. It must be recognised that Elle's work for this group goes far beyond this monthly meeting, offering an ear and advice at all hours to those who need it. Both Sunday Socials and Trans+ Admin were supported by The Health Lottery, and recently backed by Luton Council Social Justice Unit's Luton Citizen's Fund, managed by Bedfordshire and Luton Community Foundation (BLCF) for our uplift, recycling sessions.</p>

		<p>As spring returned, preparations began for us to take our place in the Luton International Carnival. This year, led by Ellie and Natalie, we brought the story of Dorothy and the Wizard of Oz to life, a piece of film loved by many in the LGBTIQ+ community. While the noise and crowds aren't for everyone, it was positive to hear some members overcoming their fears in this supportive environment and being out, proud, and portraying those iconic characters.</p> <p>Summer brought the busy lead up to our annual Pride in Luton Festival, but unfortunately not the sunshine! With heavy rain making the morning's set up even more challenging, once the music began it soon stopped and made way for a day filled with music and joy. Our small army of thirty volunteers weren't phased, responding to changing plans and challenging conditions with resilience and enthusiasm. This year saw the introduction of a Teen Rave, allowing young people their own space to enjoy themselves. We are proud that our efforts to lead on delivering safe, accessible, inclusive events continued this year with our BSL interpreters returning to cover the full event lineup. 7500 people enjoyed the event, with positive feedback received from the community afterwards. We furthered our efforts to reduce the environmental impact of our events through reusable cups on a deposit scheme, with the support of The National Lottery Community Fund (TNLCF). Additionally, our technical event team BBB Group were able to avoid the use of a diesel generator by powering the stage from the Hat Factory Arts Centre and so the local grid.</p> <p>These efforts were part of a wider drive to consider the environment in our activities, with support from Luton Council's Climate Act team. The Luton Citizen's Fund, from Luton Council, managed by BLCF have delivered activities including decorating and planting in recycled cans for windowsill herb gardens, and a sewing workshop to repair clothing. We're excited to complete this series in the remainder of the year.</p> <p>As summer has ended once again, with the support of the health lottery and TNLCF we can continue to deliver 'Sunday Social' and 'Trans+ Admin' events, as well as pilot two more that we think our community would benefit from. The first is 'Queer and Crafty,' allowing people to come together for their crafting projects, or to learn new skills in craft workshops. The second is</p>
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		<p>'Proud Parent Network,' a safe space for parents of LGBTIQ+ kids, or LGBTIQ+ parents themselves, to connect and learn. We hope these will be well received and well attended as our other groups are, and with these running, we now provide four different social/ support groups a month.</p> <p>This past year of Pride in Luton has been made possible by the addition of our Projects Coordinator, Hayley. Her hard work in her role has put some much-needed structure and process in place, and she has been the friendly, professional face of the organisation for our supporters and partners.</p> <p>My most heartfelt thanks must go to our community, who make my small part in Pride in Luton an incredibly rewarding one. Every smiling face at every event this year is proof that Pride in Luton is valuable, is worthwhile. But I do hope that more of those smiling faces join our committee and trustees, bringing their joy and energy to the organisation as well as the events!</p> <p>The next year will be pivotal for Pride in Luton, with several of the organisation's founding members stepping back to meet other priorities in their life. It will be exciting to see what the incoming trustees, and the new and returning committee members bring to the organisation, ensuring that Pride in Luton continues to grow and evolve to address the needs of our community by being led by our community.</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 have now hired a part-time freelance worker to support the development of the charity.
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. 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	£5,000
Reasons for holding zero reserves	Para 1.22	
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	<p>We are one year into 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.</p> <p>This formal partnership will allow Pride in Luton to continue to grow, support the Culture Trust Luton with a wider inclusive programme of activity.</p>
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


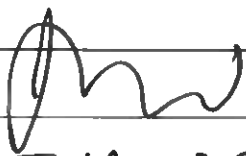
Names of the charity trustees who manage the charity

	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 Besnu	Chairperson	20/10/2023	Trustee board
2	Jesse Bryce	Co-chair person	01/03/2023	Trustee board
3	Scott Eastwood	Treasurer	01/03/2023	Trustee board
4	Shaun Martinez		01/03/2023	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)	Rosie BESNU	SCOTT JAMES EASTWOOD
Position (eg Secretary, Chair, etc)	Co-chair/Trustee	Treasurer.
Date	21/10/24	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name		Pride in Luton		Charity No (if any)		1202565			
Annual accounts for the period									
Period start date		Oct-23		To		Period end date			Sep-24

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		-	-		-
Grants from funders	S02		47,794	-	47,794	-
Donations	S03	22,420		-	22,420	-
Fundraising	S04	1,134	-		1,134	-
	S05	-	-	-	-	-
	S06	-	-	-	-	-
Total	S07	23,554	47,794	-	71,348	-
Resources expended (Note 6)						
Expenditure on:						
PIL fesitval	S08	26,949	12,363	-	39,312	-
Other events (picnic, christmas, LGBT History Month etc)	S09		1,640	-	1,640	-
Porgrammed groups (Sunday socials etc)	S10		5,982	-	5,982	-
Adminsitration and marketing (web hosting etc)	S11		5,140			
Staff costs (from restricted funding)			8,680			-
Volunteer expenses		185				
Total	S12	27,134	33,805	-	46,934	-

gains/(losses)

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	-	3,580	13,989	-	24,414	-
S14	-	-	-	-	-	-
S15	-	3,580	13,989	-	24,414	-
S16	-	-	-	-	-	-
S17	-	-	-	-	-	-
S18	-	-	-	-	-	-
S19	-	-	-	-	-	-
S20	-	3,580	13,989	-	24,414	-
S21	24,336	-	-	-	24,336	-
S22	20,756	13,989	-	-	43,424	-

Signed by

Printed name

Rosie Bensus

Chairperson of Pride in Luton

21.10.24



Section A

Independent Examiner's Report

Report to the trustees

Pride in Luton

On accounts for the year
ended

30th September 2024

Charity
no (if any)

1202565

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **30/09/2024**.

Responsibilities and
basis of report

As the charity's trustees, 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 all 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:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

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

Signed:

Date:

20.10.2024

Name:

Lauren Cox

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

Address:	73 Talbort Road,
	Luton, LU2 7RN

Section B**Disclosure**

Only complete if the examiner needs to highlight material 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