



CHARITY COMMISSION
FOR ENGLAND AND WALES

Windsor & Eton Pride	No (if any) 1210825
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Receipts and payments accounts			
For the period from	11/6/2024	To	7/31/2025

CC16a

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Festival Income	31,324		-	31,324	n/a
Loan from Trustee	24,418	-	-	24,418	n/a
Cash received from W & E Pride Community Interest Company on registration of W & E Pride Charitable Incorporated Organisation	1,574	-	-	1,574	n/a
		-	-	-	n/a
			-	-	n/a
		-	-	-	n/a
		-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	57,316	-	-	57,316	-
A2 Asset and investment sales, (see table).					
		-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	57,316	-	-	57,316	-
A3 Payments					
Festival Expenses	43,590	-	-	43,590	-
Charity Administration Expenses	369	-	-	369	-
		-	-	-	-
		-	-	-	-
		-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	43,959	-	-	43,959	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	43,959	-	-	43,959	-
Net of receipts/(payments)	13,357	-	-	13,357	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	13,357	-	-	13,357	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		13,357		-
		-	-	-
		-	-	-
	Total cash funds			-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
			-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Loan made by Trustee	Unrestricted funds	24418	
	Festival Expenses Outstanding	Unrestricted funds	7873	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	

W&E Pride

Report of the Trustees
For the period from
6th November 2024 to 31st July 2025



1. Charitable Objectives & Vision

W&E Pride Charitable Incorporated Organisation is governed by our constitution and serving our beneficiaries by delivering on a charitable objectives of:

- a. Raising the awareness of the public with regard to all aspects of discrimination in society and issues and difficulties affecting the lives of lesbian, gay, bisexual and transgender (LGBT) people
- b. cultivating a sentiment in favour of equality and diversity in particular through celebrating the achievements of LGBT people and the diversity of the LGBT community
- c. Advancing education and raising awareness in equality and diversity whether by teaching, interaction, performance or producing and/or displaying artistic and other materials
- d. Producing publications, lectures, media, promoting public events and exhibitions, public advocacy and other means of communication
- e. Associating with voluntary organisations, and/or governmental, public and private bodies to develop and maximise the effectiveness of voluntary organisations run by and for LGBT people
- f. Staging and promoting LGBT events and in particular an annual LGBT festival
- g. Promoting activities to foster understanding between people from diverse backgrounds
- h. Conducting or commissioning research on equality and diversity issues and publishing the results to the public.

Our organising committee have summarised these objectives into our vision statement



2. Organization Overview

- **Legal structure:** Charitable Incorporated Organisation (**1210825**)
- **Founding details:** Charitable status was awarded on 6th November 2024
- **Organisation structure:** the charity is led by three Trustees supported by a number of year-round volunteers who undertake 'Organising Committee Member' roles.
- **Financial approach:** Our target is to secure the funding to deliver the platforms that we create on a sustainable basis. This is achieved through a mix of commercial charitable activities, grant awards and donations.

3. Delivery of our Vision and Objectives

The principles by which we deliver our Vision and Charitable Objectives are;

- We will always be a non-profit organisation run by volunteers.
- We are rooted in the communities of Windsor and Eton.
 - This means that we always prioritise the people, businesses and organisations of our local borough in our decision making.
- The platforms we create are inclusive by design.
 - This means our platforms will be accessible for all individuals in our communities and we will consciously avoid impediments.
- The platforms that we create will be of the highest professional quality to represent the communities of Windsor and Eton.

4. Our platforms

We deliver a number of platforms to empower the local community aligned with the delivery of our charitable objectives including;

An annual Pride Parade and Festival during the last weekend in July

- By monitoring the impact of this event through research involving participants and stakeholder engagement we are able to demonstrate that it achieves our charitable objectives of;
 - Raising the awareness of the public with regard to all aspects of discrimination in society and issues and difficulties affecting the lives of lesbian, gay, bisexual and transgender (LGBT) people;
 - cultivating a sentiment in favour of equality and diversity in particular through celebrating the achievements of LGBT people and the diversity of the LGBT community
 - Advancing education and raising awareness in equality and diversity whether by teaching, interaction, performance or producing and/or displaying artistic and other materials
 - Associating with voluntary organisations, and/or governmental, public and private bodies to develop and maximise the effectiveness of voluntary organisations run by and for LGBT people

- Staging and promoting LGBT events and in particular an annual LGBT festival
- Promoting activities to foster understanding between people from diverse backgrounds

Safe Space 4 All Initiative (SS4A)

In developing this initiative it is our ambition to foster and sustain resilient inclusive communities in the Royal Borough of Windsor and Maidenhead (RBWM) by developing rich relationships and networks with local business, educators and charities, that believe in the W&E Pride/ SS4A vision. We do this by

- Conducting primary research to understand need
- Producing training materials to promote understanding on inclusive issues and empower individuals to role model inclusive behaviours
- Offering SS4A Partners visibility on our website and endorsement with our SS4A badge

5. Governance and Management

- **Board of trustees:**

The Current Trustees of the Charity are:

- **Stephen Harris (Trustee):** Responsible for Marketing & Communications & Production
(Appointed on 6th November 2024 and served throughout the period to 31st July 2025)
- **Fiona Lamond (Trustee):** Responsible for Governance & Fundraising
(Appointed on 6th November 2024 and served throughout the period to 31st July 2025)
- **Graham Thornton (Trustee):** Responsible for Safety and Logistics
(Appointed on 28th December 2024 and served throughout the period to 31st July 2025)

Resigned Trustee

- **Kirsty Northam (Trustee, resigned):** (Appointed on 6th November 2024 and resigned due to personal circumstances in an email on the 19th December 2026 with an effective date 1st February 2026.

Apart from the first charity Trustees, every appointed Trustee must be appointed for a minimum term of two years by a resolution passed at a properly convened meeting of the charity Trustees.

The resignation of the Trustee, Kirsty Northam, before the end of the 2-year term was managed by resolution of the board of Trustees included as an Appendix to this document

In selecting individuals for appointment as appointed charity Trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

- **Management team:**
 - **Chrisi Harris (Trader Team Lead):** Responsible for the engagement with Traders for the event In July
 - **Bradley Day (Community Zone Team Lead & Designated Safeguarding Officer):** Responsible for all activity in the Community Zone including Stakeholder engagement and management on the day.
 - **Nic Thornton (Accessibility Team Lead):** Responsible for ensuring that all events and platforms deliver by W&E Pride CIO are as inclusive as possible
 - **Jo Franklin (Safe Space 4 All Team Lead):** Responsible for the development of the SSFA strategy and developing the relationships with the registered organisation to promote activities to foster understanding between people from diverse backgrounds
 - **Jo Drury (Data Protection Officer):** Responsible for drafting the Data Privacy policies and procedures ensuring regulatory compliance.

6) Achievements

The principal achievement of the Charity during the period under review was the staging of a Pride March and Festival in Windsor in July 2025.

Attendance at the Festival exceeded expectations, there was a high level of engagement and support from local businesses, organisations and businesses and the structured feedback taken during and after the event demonstrated that it had met the charitable objectives and delivered public benefit.

7) Financial Position

The principal sources of funding for the charity all related to the July event and primarily comprised grants, sponsorship and donations, stallholder rentals, entrance and raffle ticket sales, and sundry other festival related items of income and expenditure, together with a cash balance of £1574 transferred from the W&E Pride Community Interest Company upon the incorporation of the Charity.

The 2025 Festival did incur a loss and the Charity was supported by an interest free loan from a Trustee of £24418, which left the Charity with cash resources of £13357 at 31st July 2025.

At that date, as well as the trustee loan, there were creditors for festival related expenses outstanding of £7873 which have subsequently been paid in full.

The trustee loan is scheduled to be repaid in three instalments: £8000 on 3rd November 2025, £8418 on 1st November 2026 and £8000 on 1st November 2027. The first

repayment was made on the scheduled date and the Trustees have prepared a detailed Business Plan, based on which they are confident that the Charity remains financially viable and should be in a position to meet the final two loan repayments on their scheduled dates.

Signed by:

Name: Stephen John Harris

Position: **Trustee**

Signature:

Signed by:
Stephen Harris
91B459FB4F7B43E...

Date:

Signed by:

Name: Graham Raymond Thornton

Position: **Trustee**

Signature:

Signed by:
Graham Thornton
AF1019023FA2417...

Date:

5/21/2026

Signed by:

Name: Fiona Lamond

Position: **Trustee**

Signature:

Signed by:
Fiona
73F09DA7EA4740E...

Date:

20th May 2026



Appendix: Board of Trustees Resolution 28th December 2024

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Date: 28th December 2025

W & E Charitable Incorporated Organisation Trustees there are 4 resolutions for consideration as described below.

Resolution 1: The resignation of one of the first trustees, Kirsty Northam, from W & E Charitable Incorporated Organisation

Detail: On the 19th December 2024 Kirsty Northam submitted a letter of resignation via email from her role as Trustee and volunteer on the committee with the proposed effective date of 1st February 2025.

The board of Trustees would like to thank Kirsty for her contribution to W&E Pride as a vital contributor to all of our activities.

Decision: The proposed decision to be agreed is to accept the resignation with effect from the date of appointment of a new trustee and extend our welcome to Kirsty Northam to return as a volunteer member of the general committee in the future should she wish to resume her involvement at any time.

I endorse the decision as described in resolution 1 above

<div>Signed by:  91B459FB4F7B43E...</div> <div>Trustee: Stephen John Harris</div> <div>Date: 12/28/2024</div>	<div>Signed by:  00D66E7BAF25423...</div> <div>Trustee: Kirsty Northam</div> <div>Date: 12/28/2024</div>	<div>Signed by:  73F09DA7EA4740E...</div> <div>Trustee: Fiona Lamond</div> <div>Date: 28/12/2024</div>	<div>Signed by:  1F1F111D59F347E...</div> <div>Committee Member: Graham Raymond Thornton</div> <div>Date: 12/28/2024</div>
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W & E Pride Charitable Incorporated Organisation, registered in England and Wales No. 1210825,
International House, 109-111 Fulham Palace Road, London, W6 8JA.
<https://www.windsorpride.co.uk/>



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Resolution 2: The appointment of a new Trustee Graham Raymond Thornton

Detail: On the 20th December 2024 Fiona Lamond, on behalf of the Trustees, emailed Graham Thornton with the current constitution of the W&E Charitable Incorporated Organisation to ask if he would consider taking on the role of Trustee. Grham accepted via email on the 20th December 2024

Decision: The proposed decision to be agreed is that Grham Raymond Thorton is appointed as a Trustee of W & E Charitable Incorporated Organisation effective from the 2nd January 2025.

I endorse the decision as described in resolution 2 above

<div>Signed by:  01B459FB4F7B43E...</div> <div>Trustee: Stephen John Harris</div> <div>Date: 12/28/2024</div>	<div>Signed by:  00D66E7BAF25423...</div> <div>Trustee: Kirsty Northam</div> <div>Date: 12/28/2024</div>	<div>Signed by:  73F09DA7EA4740E...</div> <div>Trustee: Fiona Lamond</div> <div>Date: 28/12/2024</div>	<div>Signed by:  1F1F111D59F347E...</div> <div>Committee Member: Graham Raymond Thornton</div> <div>Date: 12/28/2024</div>
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Resolution 3: The amendment of the Constitution of W & E Charitable Incorporated Organisation effective 2nd January 2025

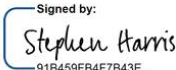
Detail: In order to appoint a new trustee it is necessary that amendments are made to the current Version 2 of the governing constitution. These include

9.4 Changed from ‘First’ Charity Trustees to ‘Current’ Charity Trustees, the removal of Kirsty Northam and the entry of Graham Raymond Thornton

10.1 changedevery appointed trustees must be appointed for three years’ to a ‘minimum term of two years’ and allowing for the resolution for appointment to be endorsed in writing.

Decision: The proposed decision to be agreed is that the updated Constitution titled “Constitution of a Charitable Incorporated Organisation WE Pride Constitution Version 3 02012025” be adopted and reported to the Charity Commission.

I endorse the decision as described in resolution 3 above

<div>Signed by:  91B459FB4F7B43E...</div>	<div>Signed by:  00D66E7BAF25423...</div>	<div>Signed by:  73F09DA7EA4740E...</div>	<div>Signed by:  1F1F111D59F347E...</div>
Trustee: Stephen John Harris	Trustee: Kirsty Northam	Trustee: Fiona Lamond	Committee Member: Graham Raymond Thornton
Date: 12/28/2024	Date: 12/28/2024	Date: 28/12/2024	Date: 12/28/2024

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Resolution 4: The Charities Aid Foundation Bank has advised that a new bank account will need to be opened due to the change in legal structure from a Community Interest Company to a Charitable Incorporated Organisation

Detail: Email received on 23rd December 2024 from CAF Bank advising that an entirely new bank account is required rather than a change of name and that the current account will need to be closed.

Decision: The proposed decision to be agreed is that Fiona Lamond should apply on behalf of W & E Charitable Incorporated Organisation for a new Cash Account bank account for the organisation and instruct the closure of the current cash account.

I endorse the decision as described in resolution 4 above

<div>Signed by:  91B459FB4F7B43E...</div> <div>Trustee: Stephen John Harris</div> <div>12/28/2024</div> <div>Date:</div>	<div>Signed by:  00D66E7BAF25423...</div> <div>Trustee: Kirsty Northam</div> <div>12/28/2024</div> <div>Date:</div>	<div>Signed by:  73F09DA7EA4740E...</div> <div>Trustee: Fiona Lamond</div> <div>28/12/2024</div> <div>Date:</div>	<div>Signed by:  1F1F111D59F347E...</div> <div>Committee Member: Graham Raymond Thornton</div> <div>12/28/2024</div> <div>Date:</div>
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<https://www.windsorpride.co.uk/>



Independent Examiner's Report to the Trustees of W&E Pride Charitable Incorporated Organisation

I report to the trustees on my examination of the accounts of **W&E Pride Charitable Incorporated Organisation** for the period from 6th November 2024 to 31st July 2025, which are set out on pages 1-2.

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**.

I have carried out an independent examination of the accounts in accordance with section **145** of the Charities Act 2011. My examination was carried out in accordance with the **Directions given by the Charity Commission** under section 145(5)(b) of the Act, and to be satisfied that:

- the accounts are not required to be audited under Part 16 of the Companies Act 2006;
- the accounts have been prepared in accordance with the Receipts and Payments basis;
- the accounting records required by section 130 of the Charities Act 2011 have been kept; and
- the accounts agree with those records.

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 130 of the Charities Act 2011; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act 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.

Examiner’s details

Name: Peter R Harris BA FCA

Hurstleigh Court, Hurstwood, Ascot SL5 9SP

5/21/2026

Date:

DocuSigned by:
Peter Harris
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Signed: _____

Certificate Of Completion

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Subject: W&E Pride, Frist Annual Report & Supporting Documents

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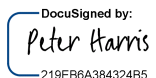
Peter Harris

peterharris@fourwinds.org.uk

Director

Security Level: Email, Account Authentication
(None)

Signature

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Signature Adoption: Pre-selected Style
Using IP Address: 86.213.36.184

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Editor Delivery Events

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Agent Delivery Events

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Intermediary Delivery Events

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Certified Delivery Events

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Timestamps

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Security Checked

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Signing Complete

Security Checked

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Completed

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Payment Events

Status

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