

EQUITY PARTNERSHIP

Annual Report 2018-2020

OLDER & WILDER

Phoenix
The voice of Trans young people

ThursGAY

BME Women's Group

Older & Bolder

SUB RANG

Games Night

SOUND
BE LOUD, BE PROUD

EQUITY ASYLUM AND IMMIGRATION SOCIAL GROUP

Chairs' Report – 2018-2019 + 2019-2020

Welcome to the annual report of Equity Partnership's 16th & 17th year of operation. We are able to report on two financial years due to the delay imposed on our AGM through the Covid-19 pandemic lock-down.

Equity Partnership has had two interesting years where our work continued to support the LGBTQ+ community in Bradford and District, albeit at a lower key than previous years. The organisation has been without a Manager since October 2018 with Trustees taking on the role of staff support and management.

Our original Board of Trustees, three in number, were elected at an Emergency General Meeting in November 2018. During 2019 we recruited 3 more Trustees, so the Board currently has 6 Directors. They have been meeting fortnightly to oversee the management of the staff, finances and workload of the organisation.

The board of trustees have been working towards last year's proposal that 'EP work towards being a safe and inclusive organisation'. To facilitate this the Trustees advertised 'surgery' sessions for individual members to meet with them to discuss issues that prevented them feeling safe in the Equity Centre. Some members took up this opportunity and we now feel EP has worked hard to create a safer, more welcoming atmosphere.

Trustees and staff have also worked hard to bring the Equity Centre up to Government standards of Covid-security – risk assessments have been undertaken, equipment bought and guidelines written and displayed so Equity Centre groups can begin to meet face to face in a Covid-safe environment.

Funding Report 2018 – 19

The year April 2018 – March 2019 continued to be a difficult year for the voluntary sector in terms of securing appropriate funding to maintain small charities. During the austerity commissions and grants from statutory providers have reduced, which has increased the competition for grants from charitable trusts and foundation.

Trusts and Foundations understandably want to see applications that represent good value for money and have impacts that their trustees can celebrate. The drive for innovative projects means that charities continue to struggle to find the funding for their core running costs – rent, office costs and administration.

Bradford Council has a long held reputation for supporting communities and its voluntary sector. Despite swingeing cuts to its budget we have appreciated their appreciation of Equity Partnership and their continued support through the Community Buildings grant and the Infrastructure Grant, through which we offer support to the voluntary sector on LGBTQ+ issues. Our partnership with the youth service has brought resources into the centre to build a provision for young LGBTQ+ people of which we are proud.

In November 2018 a three year grant from Henry Smith which provided funding for a Trans worker ended. We were grateful to Henry Smith for this funding which enabled Finn to make a difference to Trans people in the district particularly through his training, influence in the statutory sector and youth work.

A grant from the Police and Crime Commissioner supported us in making LGBTQ+ communities safer. We have worked closely with West Yorkshire Police to ensure that our issues are heard and that on the ground policing offers a better service to our communities, which is essential if we are to build trust.

Money from the People's Postcode Trust enabled us to deliver activities within the centre, with the aim to bring together people from different parts of our community. This work is essential if LGBTQ+ people are to speak with one voice.

In March 2019 we were able to secure funding from the Clothmaker's Foundation. This enabled us to make the move from our offices upstairs, and to refurbish the centre. Many thanks to them; I am sure everyone is enjoying our bright and cheerful community centre. Thanks too to the volunteers who helped with the move and the refurbishment.

Equity Partnership is trying hard to generate more of our own funding. We have generated some income through the delivery of training and consultancy. We have rented the centre to like-minded groups. Older and Wilder have continued to contribute to the coffers as each attendee donates £1 to Equity Partnership each session.

Equity Partnership continues to be a campaigning organisation, working to ensure that LGBT issues are live in local decision-making. We worked with the Care Quality Commission, Bradford Council, Bradford Hospital Trust, Bradford District Care Trust and West Yorkshire Police to improve the experience of LGBT people in accessing statutory services.

Thank you to all our funders of 2018- 19. We really appreciate your support and try to spend every penny that you give us wisely.

Treasurer's Report 2018-19

Financial Review: The organisation made a deficit of £14,672 (2018: surplus of £6,642).

Overall the reserves of the organisation amounted to £85,749 at 31 March 2019 of which £1,840 represents restricted funds committed to be spent in the 2019/20 financial year. Unrestricted reserves were £83,909 which is just under 10 months of annual running costs.

Conclusion Equity Partnership is a small charity trying to weather the current hard times. At a time when many charities have bitten the dust, we have survived through the dedication of our trustees and staff team and the help of many of our service users. The organisation has sufficient funding to survive another year with frugal spending and a further reduction of costs but will be heavily reliant on reserves.

Due to our financial foresight and planning, Equity Partnership has placed itself in a strong position to face the challenges posed by our loss of funding.

I wish to thank our finance officer Daphne Luce for her support in the management of the accounts, and Kevin Meddings for the preparation of the accounts and his on-going support.

Hellos and Goodbyes April 2018 – March 2019

Andrea Allez - Chair, elected Nov 2018
Leon Fleming – Trustee, elected Nov 2018
Philip Kitson – Trustee, elected Nov 2018

Helen Hallam – Trustee, resigned 26 April 2018
Gordon Steff – Trustee, resigned 31 May 2018
Halyna Dowhan – Treasurer, resigned 26 July 2018
Yvonne Howe – Trustee, resigned 27 August 2018
Ali Chaaban – Trustee, resigned 7 September 2018
Susan Gibbons – Trustee, resigned November 2018
Mary Guthrie – Trustee, resigned November 2018
Kate Jones – Chair, resigned November 2018

Ann Kendal - Manager resigned Oct 2018
Amelia Wilkinson –Social Media & Data Administrator,
appointed March 2018, contract ended March 2019

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BRADFORD LGB&T STRATEGIC PARTNERSHIP

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2019

	Notes	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Income					
Voluntary income	2	19,189	586	19,775	23,832
Investment income		1,632	-	1,632	1,411
Incoming resources from charitable activities	3	-	67,009	67,009	111,992
Total income		20,821	67,595	88,416	137,235
Expenditure					
Charitable activities	4	19,879	83,209	103,088	130,593
Total expenditure		19,879	83,209	103,088	130,593
Net (expenditure)/income/ Net movement in funds before transfers		942	(15,614)	(14,672)	6,642
Transfers between funds		(6,501)	6,501	-	-
Net (expenditure)/income/ Net movement in funds after transfers		(5,559)	(9,113)	(14,672)	6,642
Total funds brought forward		89,468	10,953	100,421	93,779
Total funds carried forward		83,909	1,840	85,749	100,421

The statement of financial activities also complies with the requirements for an income and expenditure Account under the Companies Act 2006.

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BRADFORD LGB&T STRATEGIC PARTNERSHIP

BALANCE SHEET AS AT 31 MARCH 2019

	Notes	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
Fixed Assets					
Tangible assets	7	-	-	-	-
Current Assets					
Debtors	8	230	-	230	5,199
Cash at Bank and in Hand		85,125	22,685	107,810	135,517
Total Assets		85,355	22,685	108,040	140,716
Creditors: Amounts Falling Due Within One Year	9	(1,446)	(20,845)	(22,291)	(40,295)
Total Assets less Current Liabilities		83,909	1,840	85,749	100,421
The Funds of the Charity					
Unrestricted Funds		83,909	-	83,909	89,468
Restricted Funds	10	-	1,840	1,840	10,953
Total Charity Funds		83,909	1,840	85,749	100,421

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2019. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

The accounts were approved by the Trustees on

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Trustee

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Trustee

Company Registration No: 5545105

Treasurer's Report 2019 – 20

Austerity has continued to provide challenges to smaller charities, and Equity Partnership has been no exception. Equity Partnership is funded through the local authority, charitable trusts and foundations and through selling our own services, such as training.

Funding raised through trusts and foundations and the local authority is **restricted funding**, which can be spent only in line with the requirements of the funder. Income raised by the organisation is **unrestricted funding** and can be spent in any way to support our charitable objectives.

It is important that the organisation holds sufficient unrestricted funding to cover unforeseen eventualities and to build and maintain our infrastructure. At the start of 2018/2019, Equity Partnership had maintained a fund of £90,000 of unrestricted funds to enable us to keep the organisation secure and meet our statutory obligations.

Competition for funding remains high, with grant-givers still looking towards short-term funding, with less willingness to fund the core running cost of charities.

2018/2019 Financial Year

The organisation made a deficit of £14,672 over 2018-2019.

Overall, the reserves of the organisation amounted to £85,749 at March 2019, of which £1,840 represents restricted funds committed to be spent in the 2019/2020 financial year. Unrestricted reserves were £83,909 which is just under 10 months of annual running costs.

The organisation's income has fallen by £48,819 from the previous financial year, but the deficit has been minimised due to the reduction of £27,505 in expenditure.

2019/2020 Financial Year

The organisation made a deficit of £25,555 over 2019-2020.

Overall, the reserves of the organisation amounted to £60,194 at March 2020, of which c.£2,000 represents restricted funds committed to be spent in the 2020/2021 financial year. Unrestricted reserves were c.£58,000, which is just over 7 months of running costs.

Our funding has partly been impacted due to the loss of our key trainer and, due to financial constraints and the

recent impact of Covid-19, this funding stream has yet to be replaced.

Looking to the Financial Future of Equity Partnership

Equity Partnership are now starting to look towards long term sustainability. It is important for us to reduce the reliance on stretched charitable funds and increase self-sustainability so the organisation can continue to support our members and local community effectively.

Increased self-sustainability will also provide confidence to potential funders that we are willing to help ourselves, rather than rely solely on external charitable funding streams. This will also help the organisation to achieve the key aim of providing LGBT+ education and support across the Bradford district.

Equity Partnership is also looking to establish significant, long-term funding to enable the organisation to expand on services and increase its presence in the local community. This funding will also provide the investment needed to establish this long-term sustainability.

I wish to thank our Finance Officer, Marika Slomenska (Community Action) for her support in the management of the accounts, and Kevin Meddings for the preparation of the accounts and his on-going support.

Hellos and Goodbyes April 2019 – March 2020

Brian Moore, Trustee, co-opted end of March 2019

Kay Thomas, Trustee & Treasurer co-opted July 2019

Al-Ameen Hussain, Trustee, co-opted November 2019

Ryan Walsh, Community Development Worker Older LGBT+ Adults, appointed April 2019

Marika Slominska, Finance Worker from Community Action, appointed October 2019

Daphne Luce, Finance Worker, resigned August 2019

Finn Thorburn, Project Worker, resigned December 2019

Bradford Pride Report

Shortly after Bradford Pride 2019, the then Chair of Bradford Pride, Jason Courcoux and Bradford Council LGBT Champion, Cllr Richard Dunbar came to Equity Partnership with an idea.

Their suggestion was that now Pride was back in the city centre and had a solid relationship with Bradford Council, perhaps Jason could be allowed to step back and instead of Bradford Pride being the responsibility of a very small group of people, it should be led by the organisations that work within the LGBTQ+ community on the ground, and that Equity Partnership would be the obvious place to start from and to lead on this evolutionary step for Bradford Pride.

We began by bringing together a Steering Group made up of representatives of various organisations, which has grown since its first meeting in August 2019 where we discussed what Bradford Pride should be and the kind of direction it ought to take.

Several months later the Steering Group had planned to adopt a new constitution that would help to solidify Bradford Pride as an organisation, by being the base for an application to become a Community Interest Organisation. It was also decided that an Organising Board would be formed to build the event-based

aspects of Bradford Pride and the roles required for that were identified. We made the decision that question of adopting the constitution with its move towards CIO status, and the election of a new Chair be put to a public vote.

The public meeting was held; the new constitution and direction towards being a CIO were voted in, as was a new Chair and the beginnings of the Organising Board.

We reached out to the community to pull in the skillsets we needed on that Organising Board, and so the rest of the current Organising Board have been co-opted onto the board through agreement between the Chair and the Steering Group.

While all that organisational development was taking place, firstly the Steering Group and later the Organising Board were also making plans and getting things organised for Bradford Pride 2020.

The plan was to be something bigger, brighter, louder, and more inclusive than any previous Bradford Pride. In addition to what might be expected on Pride day, there was to be a weeklong festival of Pride running along three strands: politics, wellbeing, arts. For the first time in Bradford's Pride history, there was also to be a parade

through the city centre ending at the Centenary Square/City Park event; which was to be based on the same plan as Bradford Pride 2019, but with a few extras such a second stage for acoustic acts and poetry/spoken word, etc.

Money was being raised, sponsors were being talked to, some wonderful acts had been booked for the main stage; we were even talking to Disney's The Lion King about them doing a spot. We'd confirmed the route for the parade, ideas were being pulled together for the festival. Everything was coming together, and then Coronavirus hit.

Our plans for Bradford Pride 2020 had to be abandoned, with the intention that we would pull it all back together and rebuild it for Bradford Pride 2021.

Achievements/Highlights over the two years

During the two years we trained 65 people with sessions on working positively with LGB people – including older and younger, Trans awareness and LGBT domestic abuse. Feedback was 100% positive.

Quote: I have learnt the importance of being aware of the issues faced by LGBT and being responsive to that.

Over two years we delivered 700+ peer support groups.

Quote: “I don’t think I would be here today without Equity Partnership”

2018-19 saw 63 attending our youth group for Trans young people and those questioning their gender identity. We also launched a peer support group for parents of these young people. This group is essential as there is very little support out there.

25 activity sessions in the centre, bringing LGBT people together to learn and have fun.

In April 2019 EP moved our offices into the Centre to reduce the expenditure and enable our finances to last longer. Several members volunteered to paint and move furniture and generally get the Centre looking brand new! Our thanks go to them.

We held a Visioning Day in September 2019 where the Trustees, staff and 11 members drawn from the peer

support groups got together to map out the way forward for EP. Trustees have been working on the results from that day and incorporated the thoughts into forward planning and fundraising.

One highlight was when a group of around 30 Spanish Police visited the Equity Centre to learn about Hate Crime Reporting from us. They were on a return visit from Spain to Bradford to see and hear how the West Yorkshire Police Force and VCS organisations work together to deal with Hate Crime reporting and prevention.

We started a project to try and bring different faiths together with the LGBTQ+ community, unfortunately after one successful meeting the timing was wrong to arrange a 'Faith Walk' through Bradford, but we shall try again in the near future when the Covid crisis has left us. We were asked by Bradford MDC to develop and deliver a new LGBTQ Inclusion Charter for voluntary, statutory and private sector organisations to sign up to. The Charter has been developed with 4 criteria that organisations are assessed against, training is given and the Charter awarded upon completion of evidencing the criteria.

The pilot of the project was due to begin in April 2020, just as the Covid-19 pandemic lock-down came into force so this is now on hold until we can make visits to the pilot organisations.

We worked with various organisations and the City Council to organise Bradford Pride 2019. Due to the Covid restrictions a virtual Pride, the first in England, was delivered and plans are ongoing for Bradford Pride 2021 – fingers crossed we will see our first Bradford Pride parade!

What Our Groups Have To Say.....

Sub Rang – BME Men’s group – meets last Sunday of each month

Amid says: *Our group is well attended, we bring in Speakers some meetings e.g. Health Services, MESMAC, Council Services, Men’s Health. We’re hoping the Police will come along and I’d like to ask Muslim Community Leaders as well.*

Men that use the group say:

“The group has helped me a lot – to come out & support me.”

“Peer support has helped others from the BME community.”

I’d rather be out and with other people at EP than at home alone – it stops my mind from wandering.”

“When I’m at the group it’s the only time I can be me.”

Older & Wilder – older Lesbians group – meets every other Wednesday with shared lunch

Halyna says: ‘Older and Wilder’ is a thriving group of lesbians who consider themselves to be older. The group is friendly, inclusive and always welcoming of new women who wish to join us. Over the year, for part of the session, we have had various talks, discussions and workshops ranging from a talk on osteoporosis, to I.T. sessions, to making seasonal wreaths and wood burning to make decorations. There is always someone who might suggest going to the cinema, theatre or having an

archery lesson. As a result, we have gained a reputation for being a very sociable group and should you need support e.g. help with a hospital visit, there is always someone who will offer to go along with you.



We have arranged many different outings, from a day at the Yorkshire Sculpture Park to bird watching in Rodley Nature Reserve. We always end the year with our grand Christmas Party with quizzes, raffles, home made food and lots of fun and laughter.

We have used the group as a springboard to form other regular activities: A monthly supper club, a monthly luncheon club and a fortnightly walking group.

During 2019-20 the group had made the step of becoming an unregistered charity in it's own right by adopting a constitution and opening it's own bank account.



Women that use the group say:

“I love coming to Older & Wilder, we have great conversations – politics, aged mothers, recycling – anything you can think of!”

“It’s such a great support being with women like me.”

Older & Bolder – older gay men’s group – meets every 2nd Monday of the month

This group has had a variety of external speakers, trips out as well as sessions run by its members. The group went bowling this year, some for the very first time!

It is generally a very important part of the week for many members, for some it is the only social activity they participate in and the only time they feel connected to the LGBT community.

Equity Partnership would like to say a huge thank you to Jonathan Cookson from Mesmac who supported this group for over 10 years.

Thursgay! – social support group for LGBT men – meets 1st Thurs every month

Jonathan says: ThursGay Social Support Group for Gay and Bisexual men have enjoyed a variety of group sessions in this reporting period.

The Bradford Rainbow Club (Asylum Seekers group) – for LGBT people seeking asylum

This group was started in February 2018. There were approximately 50 people attending the group for the two years this report covers. The group gives people the chance to meet others also going through the asylum system, offering peer support.

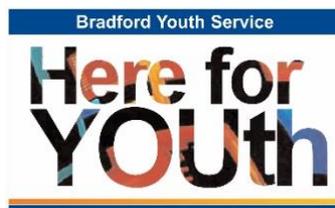
There are now 18 members who have received their status since a member of the group became the Facilitator in September 2018.

People that use the group say:

“There’s nowhere else for us to meet.”

COLOURS – BME Group for young people

2018 -2019 has been an exceptional year for Colours. April kicked off with the group running workshops for their peers from Manchester. Workshops included my existence is political, self portraits, and surviving



school. Over 50 young people came together at the national residential from London, Manchester , Birmingham, Leeds & Sheffield to enjoys 4 days in the lake district where they participated in a range of out door activities and creative workshops. Colours National Youth Fest took place in February 2019 @ Birmingham University with over 100 young people from across the country. Curriculum based Weekly sessions continues to run addressing and the national network continues to grow.



Spectrum LGBTQ+ Under 16s Youth



Spectrum is an LGBTQ+ youth group for young people 11 – 15 years old. The group was set up in October 2018 in partnership with Bradford Youth Service. The need for the group was highlighted due to the number of younger referrals the

LGBTQ+ youth groups were receiving. As the youth groups went up to the age of 21, it emphasised a need for a youth group aimed at the younger end, where young people could explore issues that related to them and where age appropriate.

The group provides a safe space for young people to explore issues relating to gender, sexuality and other issues that young people would like to explore.



A core group of young people worked with youth workers to develop the group and designed a logo and publicity to advertise the group. In Feb 2019 the group was successful in gaining funding from the Youth Opportunity fund to run some activities for young

people such as theme park trip and event and also buy resources for sessions such as games and arts and crafts. For LGBT History Month Feb 2019 the group ran an Intergenerational café for young people to meet with other Equity members, share stories and learn about LGBT History. The group has a membership 30 young people.



And so to the post-Covid-19 future.....

The Equity Centre hopes to re-open as soon as restrictions in Bradford are eased for the youth groups and some peer support groups to meet again.

Our access to large funding streams are closed off at the moment (September 2020) and we do not know when these may be online again. Whilst we can access small to medium amounts of funding, which are obviously welcome for short term projects, what the Equity Partnership needs is the stability of longer term funding, 3 years or more, to enable us to recruit a new Partnership Co-ordinator to manage staff and enable EP to deliver more services for our members, bring in more volunteers, support more young people and ensure a strong voice for LGBTQ+ people across Bradford and District.

Our thanks go to:

-  all our funders over the last two years – Thank you
-  all our peer support group leaders for making sure the groups meet and keeping the details for us;
-  Sarah Moss from Community Action for her support and help with our Business Plan;

- ✚ to Marika for her patience with me and our finances;
- ✚ to Ryan for looking after the Older & Bolders during the Covid-19 lock-down;
- ✚ to Ann for all her fundraising work , for the time she puts in as a volunteer and for being there supporting me and EP;
- ✚ to Anne-marie for all her hard work on the LGBTQ Inclusion Charter and the Faith work and for always being able to find what I need at a moment's notice!

Thank you to all our members and supporters in Bradford Council, the NHS and the Voluntary and Community Sector.

Finally a huge thank you to my comrade Trustees for the hours they have put into meetings and between meetings to make sure the Equity Partnership has been able to survive over these two testing years –

Kay Thomas, Treasurer;

Philip Kitson, Secretary

Leon Fleming, Trustee & Chair Bradford Pride
Committee

Brian Moore, Trustee

Al-Ameen Hussain, Trustee

Andrea Allez, Chairperson.