## CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>ONE YEAR OF OUR WORK IN NUMBERS</td>
<td>4</td>
</tr>
<tr>
<td>ACKNOWLEDGEMENTS</td>
<td>5</td>
</tr>
<tr>
<td>MESSAGE FROM OUR CHAIR ALI RONAN</td>
<td>6</td>
</tr>
<tr>
<td>WHO WE ARE</td>
<td>6</td>
</tr>
<tr>
<td>WHY OUR WORK IS IMPORTANT</td>
<td>6</td>
</tr>
<tr>
<td>THE CONTEXT: THERE ARE MANY LGBT+ PEOPLE IN THE UK</td>
<td>7</td>
</tr>
<tr>
<td>STIGMA IS RIFE</td>
<td>8</td>
</tr>
<tr>
<td>THESE EXPERIENCES HAVE IMPACT</td>
<td>9</td>
</tr>
<tr>
<td>WHAT WE DO AND HOW WE DO IT</td>
<td>10</td>
</tr>
<tr>
<td>WE LISTEN</td>
<td>11</td>
</tr>
<tr>
<td>BEING DIFFERENT</td>
<td>12</td>
</tr>
<tr>
<td>THE “SAFE” AND NURTUTING SPACES WE CREATE</td>
<td>13</td>
</tr>
<tr>
<td>WHY OUR SPACES WORK</td>
<td>16</td>
</tr>
<tr>
<td>IMPACT STORIES</td>
<td>22</td>
</tr>
<tr>
<td>WE MAKE THINGS HAPPEN</td>
<td>24</td>
</tr>
<tr>
<td>WE ARE LEADERS</td>
<td>24</td>
</tr>
<tr>
<td>COLLABORATION AND PARTNERSHIPS</td>
<td>26</td>
</tr>
<tr>
<td>GLOBAL PARTICIPATION</td>
<td>26</td>
</tr>
<tr>
<td>THE LGBT+ CENTRE</td>
<td>27</td>
</tr>
<tr>
<td>REFERENCES</td>
<td>28</td>
</tr>
<tr>
<td>SNAPSHOT OF OUR FINANCES</td>
<td>30</td>
</tr>
<tr>
<td>GLOSSARY</td>
<td></td>
</tr>
</tbody>
</table>
You are accepted no matter what you look like, if you are male, female or a mix of both, gay, straight or anything in between, rich, poor, level headed, confused, happy, struggling, where you are in your life etc.

(Young person who attends a Proud Trust youth group)
2017-8 One year of our work in numbers

- **8200** people attended the LGBT+ centre for support groups or as visitors
- **2127** professionals and **7582** young people welcomed to our youth groups and events
- **1196** young people to our youth groups and events
- **9500** customers in our café
- **1500** people accessed our information and support line
- **3471** LGBT history month resource downloads
- **191** young people with peer support
- **121** young people with 121 peer support
- **97** LGBT youth workers supported by our regional network
- **41** different grant funds
- £4 of social value for every £1 invested
- **343** alien nation books sold
- **220** schools engaged on the Rainbow Flag award with an average rating for our training content of 9.6/10

Supported by The Rainbow Flag Award.
ACKNOWLEDGEMENTS

Thank you to all the young people, volunteers, staff, trustees, funders and supporters who have contributed towards the organisation and our goals this year. Also thanks to Dr Danielle White who has helped compile the information for this report.

“I feel so safe and relaxed here, it’s the only place where I’m not constantly checking to make sure I’m safe in being who I am. My involvement at the Centre gives me peace of mind.”

(Person who attends the LGBT+ Centre)

“I like being somewhere that I can feel normal, not like the odd one out.”

(Participant at The Proud Trust)
MESSAGE FROM OUR CHAIR ALI RONAN

This year has been one of growth and change for The Proud Trust (TPT) but the core principles of listening, accepting and supporting young people remain the same. We know from the young people that they value and respect the “safe” space that TPT creates in all its venues and in the work with schools. The staff team are extraordinary, often doing over and above the job “description”. The organisation is ably managed. I would like to say “thank you” to all the workers in TPT.

As always, I am honoured and delighted to be the Chair of the Trust. We have a committed group of trustees who have a wide ranging skill set and who are directly involved in the work of the Trust, with lively debates at meetings and support for the new sponsorship drive and fundraising. This year trustees’ fundraising efforts included leaping out of a plane and shearing off hair! Thank you to those brave souls.

We all, workers, trustees, volunteers, supporters and young people, look forward to the challenges that lie ahead.

WHO WE ARE

The Proud Trust is a pioneering charity, providing support for LGBT+ people (lesbian, gay, bisexual and trans people, and those with related identities), through an array of projects and services.

We have been working since the 1980s to end stigma and the fear of stigma through working with LGBT+ people so they can be proud of who they are, and become integrated across communities where they live, learn, work, play and pray.

We have experienced impressive growth over the past five years, having more than tripled our income. We now directly reach 20,000 people per year, and impact on over 250,000 people through our inclusive schools work – this is ten times more people than in 2015.

We lovingly manage the LGBT+ Centre in Manchester which is operating at capacity. Therefore to secure our future we require bigger premises and have obtained £1.1m towards the £2.2m cost of a new purpose-built centre on our existing site.

This newly proposed centre presents a huge opportunity for further growth...

Imagine what we can do by creating a world-class LGBT+ Community Facility?
WHY OUR WORK IS IMPORTANT

CONTEXT: THERE ARE MANY LGBT+ PEOPLE IN THE UK

260,000 LGBT+ people in Greater Manchester

705,000 LGBT+ people in the North West of England

There are 32,000 schools and each one has LGBT+ people in it

49% of people aged between 18 and 24 identify as something other than 100% heterosexual (YouGov, 2015)

1,534,000 sixteen and seventeen year olds in the UK, of which 15,300 are trans
People who identify as LGBT+ are more likely to experience a number of challenges in comparison with those who do not. This is unsurprising considering: …

99% of LGBT+ young people have heard the word “gay” being used negatively

74% have experienced name calling

45% have experienced threats and intimidation

23% have experienced physical assault

29% reported experiencing domestic or familial abuse, with 36% of these people perceiving the abuse was connected to negative reactions to their LGBT+ identities

18% experienced sexual abuse

49% said their time at school was affected by discrimination; results of this included lower grades, missing school and having to change school

15% of those who had been in employment said this experience was affected by discrimination

82% of people who had experienced a hate crime did not report it. Of those who did report, only 10% resulted in a prosecution

(The Youth Chances 2014 - Metro and Big Lottery Fund Report - the largest research report of LGBT+ youth conducted in the UK to date)
LGBT+ young people are at higher risk of misusing substances, battling with mental health problems and expressing suicidal thoughts and behaviours (National Institute for Mental Health in England, 2007; Rethink Mental Illness, 2013).

However, one third of LGBT+ people say they feel unable to seek support from mainstream services (How You Can Help Us, 2017), and The Proud Trust is one of only a minority of services sensitive to the specific needs of LGBT+ young people.

It is recognised that when access to LGBT+ youth services or support exists, outcomes for young people are improved (Queer Futures, Department of Health Report, 2016). The importance then, of supporting LGBT+ people through services sensitive to their needs is paramount, enabling
Our research, “Getting It Right: What Lesbian, Gay, Bisexual and Trans (LGBT+) Young People in Greater Manchester Want and Need,” explored the needs of LGBT+ young people, so that we can respond to current and emerging needs, and encourage others to do the same.

Young people say they want:

- Adults to ‘respect their identity,’ and to be people who ‘actively challenge’ all forms of discrimination and prejudice systematically. This includes challenging racism, ableism, sexism and LGBTphobias.
- LGBT+ specific youth groups and online support.
- Space for trans young people to explore their gender identities, e.g. in youth provision and online.
- Access to LGBT+ inclusive, unbiased sex and relationship information, and sexual health education in schools.
- LGBT+ professionals who are open about this element of their identity.
- Training on LGBT+ issues for people who give support to young people.
- LGBT+ awareness raising work within different, diverse communities, to make services more understanding of them and their LGBT+ identity.

Our work directly responds to these needs and we encourage other organisations and people to respond to these needs too, through our training and project work.
We create friendly spaces that work

“" I have mental health issues which cause me to become a withdrawn hermit, so when I attend the sessions it helps me out of my shell a little at a time.

(Participant at a Proud Trust group)

The Proud Trust is told repeatedly by members and partners that they feel overwhelmingly welcome, understood, supported, and developed here. At the heart of the incredibly powerful work we do are the environments within our support groups, café, challenge days, festivals, and meetings. These enable:

- trust
- acceptance
- the exploration and verification of identities
- the building of relationships
- the opportunity to problem solve
- the foundation from which to take risks, develop and grow

“" Thank you to everyone who helps run this space. You are doing a great job!

(Attendee at the LGBT+ Centre)
The “Safe” and Nurturing Spaces we create

How the spaces enable people to feel, the opportunities within these spaces and the external opportunities these spaces enable to improve people’s lives.

The Safe Spaces

Welcoming, relaxed, people feel understood, supported and safe, diversity is embraced, and people are valued for who they are.

Opportunities across The Proud Trust enable the development of support networks, providing members with the confidence to step out of their comfort zone, to take risks and to develop skills and competences. Members develop through participation and leadership within and outside of groups, activities and events.

Development and opportunities within our Spaces

Young people have the space and tools to explore who they are

These spaces enable the development of trust-based relationships that provide opportunities for members to explore and validate individual identities, values and feelings through meaningful conversations. These conversations provide a space for exploration and problem solving.
WHY DO OUR SPACES WORK?

We are told repeatedly how important it is that people involved in what we do feel accepted for who they are. The youth workers use recognized youth and community, conversational befriending and coaching methods, plus real care and love towards all those in their care. This is what makes our spaces work.

"I can be openly who I want to be without having to think about it. These two years have been amazing. From being closeted to coming out, I have learnt a lot about identities and other people. I have made new friends that I see regularly, and I have also spoken to other older LGBTQ BAME people about cultures and faiths similar to mine.

(Young Person from one of The Proud Trust groups)

"If we had no LGBT+ youth groups I don’t know where I would be. I finally felt like I could go somewhere to be myself and be accepted. It has helped me come out to my family and friends and it has made me a much more open person. I felt like I was hiding before and now I’m not.

(Young Person from one of The Proud Trust groups)

"Coming to this place has contributed, more than words can say, to my acceptance of my sexuality and racial identity. Big thank you to the Centre.

(LGBT+ Centre User Group Survey Response)
The foundation of our work is that we create a culture where people feel accepted for who they are; this culture promotes personal development and connection.

The spaces we create in the centre and in our satellite groups allows people to explore and verify their sexuality and gender identity, which helps people to live healthy and happy lives;

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Case study:

Prevention work with trans young people is effective and cost efficient.

Charlie didn’t like their body from being little, they wanted to do what boys do but people told them they were a girl. Puberty was scary, they wanted to control it, to not “look like a girl” and therefore their plan was to stop eating. This “worked” for a while, they got excited when their chest got smaller and they looked like a boy, but Charlie was starting to feel less and less “normal”. They tried to take their own life and ended up in hospital. CAMHS and Community Mental Health were involved but this didn’t meet their needs. They continued to attempt suicide and spent 18 months of their life between the ages of 16 and 18 in hospital. They explained “I missed the whole of year 11 and didn’t get any GCSEs.” Then they came across The Proud Trust ...

“Since coming along to The Proud Trust I have had no more spells in hospital and no more suicide attempts. I enjoy the space as I feel comfortable and affirmed, and I find the staff easy to talk to. I have met more young people like me, and I now understand that I am non-binary! Being here, in the group, I feel part of something – like I belong.

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Finding The Proud Trust sooner would have helped A LOT! Also, if anyone in the secure units had mentioned the words trans or non-binary (none of them did) ... And if there had been someone for my mum to talk to about gender.

(Charlie, aged 19)

As well as increasing wellbeing there are also significant financial implications to Charlie not being able to get the right help at the right time. New Economy have calculated that the health and social care cost to public services in supporting Charlie between the ages of 15 and 18 to be over £342,000.
WE ASKED YOUNG PEOPLE WHAT THE DIRECT RESULT OF COMING TO THE PROUD TRUST IS:

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<th>% FEEL LESS</th>
<th>FEEL THAT THEY HAVE MORE</th>
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<td>79% ISOLATED</td>
<td>SUPPORT</td>
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<td>86% CONNECTED</td>
<td>COMMUNICATION S</td>
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<td>77% CONFIDENT</td>
<td>AND THEIR IDENTITY</td>
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<td>76% LIKELY TO HELP OTHERS</td>
<td>79% MORE COMFORTABLE</td>
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<td>76% MORE LIKELY TO CHALLENGE</td>
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(BASED ON A SURVEY COMPLETED BY 185 YOUTH GROUP ATTENDEES)
So lovely to visit @theproudtrust again. Your young people (and staff) always provide such a warm welcome, insightful conversations and creativity. Thanks for having us!

(Partner Organisation, 2018)

One young woman came to us shy and very quiet. However, in the small, safe, same-sex group, she has flourished. She isn’t ‘out’ to anybody, but gains lots of support from the other group members. She turns up each week, often changing her work shift to attend and she participates fully in all sessions. She put herself forward to be on the management committee where we believe she will grow more confident and self-aware.

(Women’s Group Coordinator – This group is a partnership between The Proud Trust and The Young Women’s Health Project)

Another young person started out as shy and quiet, he hadn’t told anyone he was exploring his own identities. He is now helping with lots of workshops and events for the wider LGBT+ community. He welcomes new people to Manchester at the LGBT+ Centre and said:

Coming here to have a safe and welcoming space helps me mentally, it’s a positive space to meet regularly and talk about things. Having a calm space to do that is important for so many LGBT+ people. A dedicated LGBT+ space is incredible. It is somewhere that being sober and talking about things happens, which is really important. It gave me an understanding of trans life.

(Young trans man who attends groups at The Proud Trust)
Before first attending the youth groups, in August 2016, I was starting to discover who I was, coming to The Proud Trust’s youth groups provided me with the opportunity to meet others and learn more about the LGBT+ community, and continue to find where I fit within it. I feel more confident since attending the youth groups, and have developed my communication skills, including giving advice to others who may be facing issues in their life. I have developed and learnt that I have good empathy for those who may be in difficult situations, even if I myself have not experienced it. I have learnt that I am more intelligent than I previously allowed myself to believe. These changes, particularly improved confidence, are because The Proud Trust youth groups validate my feelings and identities, and provide a space for me to be myself.

I have met many new people through the youth groups, who are a loving and caring community which acts as my family. I enjoy coming to youth groups that The Proud Trust provide because they provide a safe space where I can enjoy myself, and help me to create social connections with other young people, that I would be unable to have elsewhere.

There is a wide variety of activities that The Proud Trust offers, and the other young people who attend are kind. I would recommend the groups to other LGBT+ young people because they would never be pressured to say or do anything that they didn’t want to, and would always be able to have their say.

I feel that LGBT+ specific activities and groups are important because it allows people to learn about the community, and normalises to the idea of people being LGBT+.

(Young trans woman who attends groups at The Proud Trust)
Case study:

Work with young women: Developing civic engagement.

The women’s group supports young lesbian, bisexual and pansexual women who may be questioning their sexuality or gender identity. A trusting open space is essential for this group to work. Staff are interested in listening to and being flexible to the needs of members; group dynamics are understood and supported, diversity is recognised and people are treated with love and respect. The relationships and trust created here has allowed for people to hold meaningful conversations around a number of topics troubling them such as healthy/unhealthy relationship dynamics, issues of gender identity and sexual exploration. The group also provides the foundation from which a person can feel secure and safe, vital when in any kind of personal growth that requires stepping out of comfort zones and taking risks.

“...I had tried a number of other groups, but in this one I felt an instant warm feeling, I felt like there was a space for me ... It is a really supportive and lovely group, we are really supportive of each other and we have friendships outside the group as well.”

(Young Women’s Group member)

The Young Women’s Group has a committee of young people who lead the work. This space has facilitated confidence and investment among members, allowing them to take ownership for the scheduling and organising of events and activities through programme evaluations and planning meetings every three months. They research and plan activities, residential and one-off events, their skill and competency development gives them skills for other areas of their life, including the future workplace.
Case study:

Working with young men: learning to take risks, be open and work as a team.

In March 2018, young gay, bisexual and trans men who had faced recent trauma or isolation participated in an adventure challenge. The aim was to intentionally stretch the group to encourage trust-based relationships and to facilitate discussions around likes and dislikes and solutions focused conversations around life challenges. These conversations encouraged inclusion and validation around diversity and supported productive ways forward.

The group highlighted the importance of:

- Looking out for each other
- Getting to know each other
- Meeting new people
- Being in mud
- Helping to lead (such as orienteering)
- Cycling – it felt free!
- Team working

One participant said:

“I surprised myself and I really enjoyed it.”
The relationships built as a result of the work we do allows us to sit at the heart of the LGBT+ community, developing confident identities in the people we care about. Projects have been allowed to develop organically, facilitating people's ownership and active participation. This approach has enabled strong partnerships with young people and wider agencies, where a shared desire for positive change has enabled wholehearted investment in the development and growth of a wide range of amazing projects and services.

The creation of these spaces has been the consequence of a culture that runs throughout our services and staff team. This culture is based upon youth and community work principles such as participation, empowerment, diversity, trust-based relationships, personal development, and life-long learning. Our work pays attention to the interest, skills and needs of our members, the wider LGBT+ community and for opportunities by, with and for our partners.
Case study:
LGBT+ Centre Volunteer

The LGBT+ Centre is important to me because it is a friendly, safe and accessible place to go socially or to meetings (in the café) and to attend events (e.g. Sapphormation).

I first started going to the building around 2006, when I moved back to Manchester after nine years away. At that time it was managed by the Lesbian Community Project, and although it was a welcoming and safe space even then, it feels more ‘open’ now with the café as a place to go.

As well as attending events in the building organised by The Proud Trust, I have also used the building as a venue.

On a personal level, I held the celebration of my partner’s life there on the day of her funeral. Although possibly an unconventional choice, both on my part and for the centre management to agree for it’s use in this capacity, it was the first and most obvious choice of venue for me. This is because it is such a warm, friendly and safe space, both in terms of the building and the staff. In addition, it is level access with an accessible non-gendered toilet, which was crucial as I was expecting several wheelchair users and mobility impaired people (some also being LGB and/or T).

On a professional basis, I have used the Centre for meetings of LGBT+ disabled people. Once again, I could not have asked for more support in terms of making the events as accessible as possible from Centre staff.

The building is well situated because it is close to the centre of Manchester but not in the centre. It is on a very good bus route and has some designated blue-badge parking spaces on the street outside. Being level access and with an accessible toilet is also very important. Although there are one or two other LGBT+-friendly venues, not having to rely on a lift for access gives a greater sense of security as well as accessibility, as some disabled people cannot use lifts.

(A Woman who contributes to the community of the LGBT+ Centre).
The diversities of our communities is represented in the diversity of our activities.

(The Proud Trust Operational Director)

This is a snapshot of the range and type of work we do:

Youth work delivery for LGBT+ people, including three specific programmes for young people who are trans, women, and those from BAME identities

Infrastructure support to LGBT+ youth worker networks and groups

Conferences for young people and adults

Provision of an LGBT+ Centre

Attending Pride events

Volunteering

Social and support groups

Sidney St. community café

PEER SUPPORT

121
Heritage and cultural events, projects and resources, e.g. heritage timeline

Delivering the national Rainbow Flag Award scheme, a quality assurance process for all schools and colleges, focusing on LGBT+ visibility and inclusion

Development of pioneering LGBT+ specific and LGBT+ inclusive educational resources, e.g. the annual LGBT+ History Month pack and Sexuality aGender v2 (an inclusive sexual health toolkit) for secondary schools, and Alien Nation book for primary schools

LGBT+ awareness training for adults

Providing safe spaces for LGBT+ people

Campaigning on issues important to young people

LGBT+ awareness workshops for young people

Outreach

Over 300 volunteer opportunities, ensuring LGBT+ people have the same opportunities and life chances as their heterosexual and cisgender counterparts

BAME Allies training

Participatory research in partnership with universities

Arts projects such as Happily Ever After, a theatre in education piece for primary schools

Multi-agency work such as TransAction

Infrastructure support to LGBT+ youth worker networks and groups

Pride for young people!
Because growth has come from us listening to our members and partners, it has often been pioneering in nature.

(Staff Member of The Proud Trust)

We provide very good quality services that are needed. These are based on really listening and speaking to the LGBT+ community and that provides the potential for change. This has led to us becoming natural collaborators and leaders in this space.

We create spaces where LGBT+ services and supporting services meet to discuss good practice.

We invest in our sector by coordinating the LGBT+ Youth Work Network and the National Trans Youth Network, to support all those who are doing youth work with LGBT+ people in the UK, and to ensure young people have the highest standard of youth work and support.

We provide training through a variety of public courses, The Rainbow Flag Award and The Safer Person Project. These courses have been through several iterations, based on feedback from partners, facilitators and young people. Many of our products and services have received significant recognition from the Department for Education, the PSHE Association, the Sex Education Forum and other partners in the sector.
The Rainbow Flag Award, our national quality assurance process for schools, is supported by The Department of Education and they have invested in a 30-month development phase with an investment of over £350,000. This award is currently being delivered to 270 schools nationally, where The Proud Trust is the lead partner for a consortium of LGBT+ youth organisations who also deliver this important work; see: www.rainbowflagaward.co.uk

“This was essential LGBT+ training which gave all staff the opportunity to learn. They felt safe to ask questions and to bring their understanding of current issues to the forefront of their teaching in the primary school setting.

(Primary School Deputy Head)

“I have only just discovered your website and wanted to provide some feedback. The site is fantastic. It’s aesthetically bright and welcoming, easy to navigate, very clear, jargon free and simple. I am supporting a teenager with gender identity issues who will find this very useful. I will certainly be using this fantastic resource and sharing it with colleagues.”

(Early Help Worker at a Local Authority.)
The work and the historic significance of the LGBT+ Centre is internationally known. We have had visits from tourists, placement students and visiting scholars from over 30 countries including: China, Chile, Nigeria, Spain, France, Netherlands, Belgium, Finland, Australia and India. We have presented information on the LGBT+ Centre in Germany, Chicago (USA) and Newfoundland (Canada). We are also supporting Uganda’s first LGBT+ Centre.

Manchester’s LGBT+ Centre is the hub of The Proud Trust’s work; the Centre is a ‘soft contact’ space for over 8,200 beneficiaries each year, and is at capacity. The cultural and heritage offer that we can grow within the new building will attract local people, national tourists and partners from across the globe, but its current condition is not sustainable. It was made from cheap materials and has poor foundations. A recent survey revealed that the only thing we can do to extend the building is demolish and rebuild on the site. This brings with it a huge possibility for the future. What if we made a world-class LGBT+ community facility?

We have plans to demolish and rebuild it into a three-storey building and to hugely increase our impact as a community support hub. 2018 is the 30-year anniversary of the building and we are at an incredible turning point, but the best is yet to come.

If you would like to know more about our ambitious rebuild plans please visit www.theproudtrust.org/lgbt-centre/new-build/
REFERENCES

Youth Chances, 2014

Queer Futures, 2016
www.queerfutures.co.uk/queer-futures-final-research-report

YouGov Poll, 2015
www.yougov.co.uk/news/2015/08/16/half-young-not-heterosexual

The RaRE Research Report: LGBT+ mental health - risk and resilience explored, Project for Advocacy Counselling and Education (PACE), 2015

Getting It Right, The Proud Trust 2016
https://www.theproudtrust.org/resources/guidance-and-research/research-documents-proud-trust/
SNAPSHOT OF OUR FINANCES

The organisation publishes a full set of accounts which you can download from Companies House. This two page snap-shot is to provide a useful overview of our finances to help show where we income generate from, and where we spend charity funds. It is not a replacement for our annual accounts.

All figures are rounded to the nearest £1,000

INCOME: £885,000

Of which:

- 67% £594,000 Restricted income such as grants.
- 8.8% £78,000 Donations and legacies
- Less than 0.1% investment income
- 16% £141,000 Charitable activities including training delivery
- 8.1% £72,000 Trading including our community cafe
EXPENSES: £575,000

1. 85% £446,000 towards people to undertake the work of the charity,
2. 1% £6000 for training and workshops,
3. 2% £10,000 equipment and maintenance,
4. 2.5% £13,000 on events and activities including residential trips;
5. 4% £21,000 on staff and volunteer travel;
6. 1% £5000 telephone and IT;
7. 2% £11,000 governance and support;
8. 1% £5,000 postage,
9. 1.5% £7000 misc.

Income minus Expenses this year = £310,000
(in restricted and non-restricted carry-over in the Charity's funds)

Reserves

Our net income includes £225,000 of unrestricted money and £85,000 in restricted money which is for set purposes (e.g. a grant funded services).

Our total unrestricted reserves including surplus from previous years is £521,000.

Our Trustees propose to put at least £100,000 of these reserves towards the rebuild of the LGBT+ Centre if this project goes ahead.

Assets

We hold no significant fixed assets
89% of our current assets (£681,000) are held as Cash in Bank & in Hand
11% are Debtors (£79,000)
We have £25,000 in Liabilities (payments to creditors which falls within one year)
Everyone has the right to self-identify, and will have differing relationships with the words that they choose to identify themselves with. It is important to ask how a person identifies, and to respect their answer. This glossary is not definitive, but below are some of the most common identities and terms used, when talking about sexual orientation and gender identity.

**Ally** – A person who fights for, and supports others in their fight for equality, despite not being a member of the marginalised group, e.g. a heterosexual and/or cisgender person who believes in, and fights for equality for LGBT+ people.

**Asexual** – A person of any gender or sexual orientation who experiences little, or no sexual attraction to other people.

**Bisexual** – A person of any gender who experiences romantic and/or sexual attraction to people of their own gender, and other genders.

**Cis(gender)** – A person whose gender aligns or “matches” with the sex they were assigned at birth.

**Discrimination** – Treating individuals or a particular group of people differently, especially in a worse way from the way in which someone might treat other people, because they hold negative views about people with certain characteristics they may have, e.g. a person’s skin colour, faith, sex assigned at birth, sexual orientation, or class.

**Gay** – A man who experiences romantic and/or sexual attraction to other men. Sometimes “gay” is used by women who are attracted to women too.

**Gender Fluid** – A person who feels that their gender is not static and that it changes throughout their life, this could be on a daily/weekly/monthly basis.

**Gender Neutral/Agender** – A person who does not identify with any gender.
Heterosexual/Straight - A person who is attracted to people of a different gender, e.g. a man who is attracted to women.

Intersex - A person is assigned intersex, often at birth, when their sex characteristics don’t align with the medical definitions of “female” or “male”. The external and internal body, as well as chromosomes and hormones, can all be factors when assigning sex.

Lesbian - A woman who experiences romantic and/or sexual attraction to other women.

LGBT+ - An acronym for lesbian, gay, bisexual and trans (plus other related identities). LGBT+ is used as an umbrella expression to refer to people with minority sexual orientations and/or gender identities.

Non-binary - An umbrella term for gender identities outside of the “gender binary” of “women” and “men”.

Pansexual - A person of any gender who experiences romantic and/or sexual attraction to people regardless of their gender identity.

Trans(gender) - A person whose gender identity does not align or “match” with the sex and gender role they were assigned at birth.

You can download our full LGBT+ glossary here: www.theproudtrust.org/resources/posters-and-leaflets/glossary