



# CONSORTIUM

for stronger lgbt+ communities

**The Consortium of Lesbian, Gay, Bisexual and  
Transgender Voluntary & Community Organisations**

**Annual Report & Accounts**

**Year Ended 31<sup>st</sup> March 2020**

**Company No: 3534603**

**Charity No: 1105502**

# **The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary & Community Organisations**

A private company limited by guarantee without share capital

Company Registration number 3534603

Charity Registration number 1105502

## **Directors**

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Helen Belcher (Chair, resigned 16<sup>th</sup> Sept 2020)

Kevin Griffith (Treasurer)

Hannah Taylor

Yuri Polyakov (Resigned 9<sup>th</sup> Sept 2020)

Elizabeth McDermott

Carina Badger (appointed 13<sup>th</sup> June 2019) (Acting Chair as of 16<sup>th</sup> Sept 2020)

Christopher French (appointed 10<sup>th</sup> Aug 2020)

Leni Candan (appointed 10<sup>th</sup> Aug 2020)

Emily Macaulay (appointed 10<sup>th</sup> Aug 2020)

## **Chief Executive Officer and Company Secretary**

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Paul Roberts OBE

## **Registered Office**

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Zone 5, Wrentham Business Park

Prospect Park

Exeter

Devon

EX4 6NA

## **Independent Examiner**

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Munro Brown

38 Gay Street, Bath, BA1 2PQ

## **Bankers**

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Unity Trust Bank PLC

## Report of the Directors for the year ended 31<sup>st</sup> March 2020

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"The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31<sup>st</sup> March 2020. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2005 in preparing the annual report and financial statements of the charity."

### Objectives

The principal objectives for which the charitable company was formed are, by charitable means, to help develop and maximise the effectiveness of voluntary organisations run by and for lesbians, gay men, bisexual and transgender people, and to promote good practice within Member organisations.

## Structure, Governance and Management

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### Governing Document

The Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations is a company limited by guarantee and a registered charity with the Charity Commission. It was incorporated on 25th March 1998 and registered as a charity on 17th August 2004. The charity changed its name from the Consortium of Lesbian, Gay and Bisexual Voluntary and Community Organisations to the Consortium of Lesbian, Gay, Bisexual and Transgender Voluntary and Community Organisations on 29th April 2006. The organisation was established under a Memorandum of Association, which sets out its objects and powers and is governed under its Articles of Association. The Memorandum and Articles of Association were updated on 3rd November 2012 to include a clause that 50% of Directors must be LGB or Trans, with a further update in November 2017 allowing for a discretionary third term for Trustees. The working name of the organisation is Consortium.

### Appointment of Trustee Directors

The company is managed by a Board of Trustee Directors, all of whom are unpaid. The Board must have a minimum of three and a maximum of nine Members at any particular time, with 50% of the Board coming from Member organisations. The existing Board has the power to appoint new Members to fill casual vacancies as and when required. Board Members are elected for a term of three years with the option of standing for a second term of three years. Under exceptional circumstance a Board Member can be appointed for a third term, at the discretion of Members at an AGM. New appointees will be ratified at the following AGM by the Members. The Board undertakes open recruitment of new appointments, on the basis of required skills and governance requirements (i.e. 50% of the Board connected to Members).

## Trustee induction and training

All potential new Board Members are required to complete an application form and skills audit outlining their experience and skills as part of an open process.

Following successful appointments, all new Board Members receive information which outline the history, structure, roles, finance etc. of Consortium and outlines the roles and responsibilities of the Trustees themselves.

All new Board Members are then provided with an opportunity to liaise with current staff in order to get to know operational areas in which they may be able to provide specialist advice, support and guidance.

Consortium sets aside a small budget in order to provide external training and support to the Board as a whole. Spending is decided by the Board itself according to any identified training needs.

## Organisation

The function and role of the Consortium Board of Directors is to oversee the strategic development and governance of the organisation on behalf of the Membership, and the broader LGBT+ communities. There are currently two Executive functions within the Board structure – Chair and Treasurer. The Company Secretary role is performed by the Chief Executive. The Chair has delegated and agreed authority in certain areas for taking any urgent decisions or actions on behalf of the full Board as required. Operational day to day management of the organisation is delegated by the Board to the Chief Executive, in line with our Internal Delegated Authority document. Delivery of organisational activities (in line with the aims and objectives of Consortium) is undertaken by the staff employed for such purposes.

Consortium's Board also have the power to enact Advisory Committees to support the organisation's strategic work. Under our newly developed philanthropy and giving work this includes setting up Grants Panels, which have direct Board representation alongside specialist expertise to ensure fair, accountable and equitable decisions.

## Risk Management

The Board of Trustee Directors have assessed both major and minor risks to which the charity is exposed and is satisfied that policies and systems are in place to mitigate any exposure to major risks through a comprehensive Risk Register. Policies that impact upon risk management are part of the review process of the new Governance Sub-Group and will be reviewed as required by the Board to ensure that the organisation has the appropriate operational framework in which to function.

The Board, in conjunction with the Chief Executive, continue to review the organisation's Risk Register in order to remain up to date and aware of any forthcoming risks.

The Covid-19 global pandemic has hit the voluntary sector hard, increasing already high vulnerability to ever-changing economic conditions. The Board has in place appropriate trigger points financially to ensure the organisation is able to take appropriate action in advance of any potential worsening situation. The organisation's work over the last few years around sustainability and resilience have positioned Consortium to take full advantage of any opportunities arising out of the pandemic.

Project funding is scrutinised regularly by the Board at its scheduled meetings via thorough reporting by the Chief Executive.

The Board remain committed to be a beacon of best practice for the LGBT+ voluntary and community sector.

## Strategic Planning

Consortium's current Strategic Plan period comes to an end in 2020. The Board and Chief Executive have taken the decision, in light of Covid-19, to create a one-year Strategic Plan to cover the period of most uncertainty. This will allow us to focus our actions on the initial rebuild and recovery phases following the pandemic and give the organisation space to respond in a sustainable manner to the changing outlook over the next 12 months. Consortium will then publish a more substantial 5-year Strategic Plan at the end of 2021. During this interim period, Consortium will remain focused on its four core areas of work (Membership & Engagement; Voice & Communication; Networks & Collaborations; Philanthropy & Giving) and continue to stay Member-focused and responsive.

## Activities

The financial reporting period covered in this report ended just prior to the global Covid-19 pandemic so does not refer to specific interventions and work having taken place post March 2020.

Consortium has a dedicated staff team of 9 who undertake all operational responsibilities, led by the Membership & Engagement Manager and the Chief Executive.

The 2019/20 financial year was an exciting one for Consortium with the introduction of our new work area focused on philanthropy and giving. We also developed new partnerships, had our most extensive community development programme thanks to Central Government funding and we distributed £400K in grants to LGBT+ organisations in England.



*The Consortium staff team...someone was camera shy!*

This next section highlights a range of specific achievements in the following areas:

- Membership and Engagement
- Skills Development and Training programme
- Projects and Networks
- Fundraising Support
- Community Conferences
- Branding, website and CRM
- National LGB&T Partnership
- Philanthropy and Giving

## Membership & Engagement

At the end of March 2020 Consortium had a 361 strong Membership, with 93 New Members joining during the reporting year.

→ Consortium has a 90% retention rate

This appears much higher than average for a Membership body, as explored on [Member Wise](#). As with all Membership bodies focused on grassroots communities, there is a higher level of Member turnover at this end of the sector which is the nature of community-led and based activity.

→ 65% of our Members actively engaged with specific work during this year

The way our Members engage varies according to their needs but includes participating in our training, webinars, 1:1 support, resources, and conferences throughout the year. This represents a high percentage for a membership body.

1:1 Support for Members from our Engagement Team has focused on key areas in response to Member requests for need:

- Legal structure and governance
- Financial management
- Promotion and Communications
- Partnership working and effectively establishing collaborative work
- Fundraising
- Strategic Planning

→ 96% of our Members would recommend Consortium to other LGBT+ groups

We pride ourselves in developing relationships with our Members and ensuring that they have a positive experience of being part of Consortium's Network.

We are constantly listening to Members to improve and develop our offer and each new Member now builds a personal Membership Plan with one of the team in order to map what support they might need throughout the year.

“The webinars and online resources have given us the skills to diversify our income and develop our training offer so that we are not so grant reliant – we have increased our training income by 310% this year!”

Consortium Member

## Skills Development and Training Programme

During the year we delivered our largest skills and training programme to date.

→ 177 LGBT+ Groups engaged in training and skills development interventions

Each LGBT+ Group worked with us to create a personalised Development Plan so that they could build their skills and knowledge in the right areas to run and develop their group.

→ 60+ learning opportunities were offered to LGBT+ Groups including:

- Online webinars
- Training days
- 1:1 support
- Peer learning
- Actions groups
- Toolkits

“I noticed my confidence increasing between each session I attended and it’s been so helpful having the Consortium to check in with. I didn’t have to search around to find the information I needed, I was able to come to my community and find all the support I needed.”

Live Through This



*A learning day hosted by Stonewall as part of the Skills Development and Training Programme*

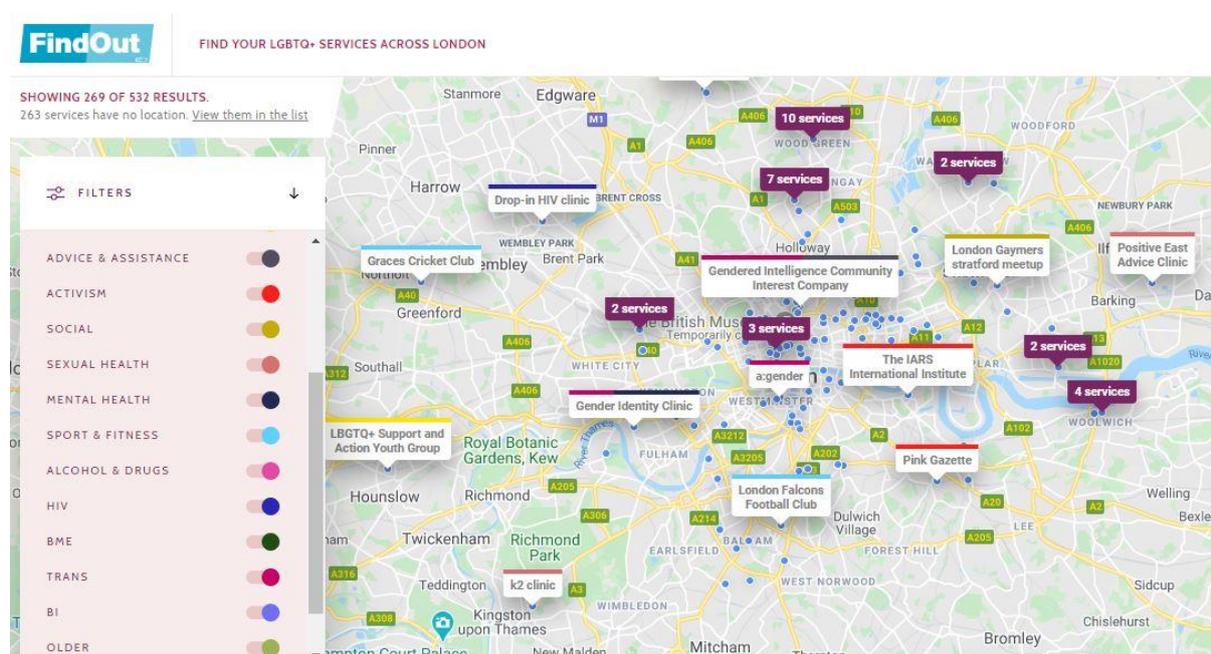
## Projects & Networks

### Always Out There: London

Entering its third and final year, our Always Out There project saw the public launch of FindOut, the interactive online map of LGBT+ services across London. This project is delivered in partnership with our Members LGBT+ Hero.

The launch took place at the Amnesty International HQ with over 60 organisations and stakeholders present. The map was well received and feedback really positive. It has continued to gain exposure through various organisations and events, such as with the Metropolitan Police where over 100 LGBT+ police officers were introduced to the map.

The Map has since been used during LGBT Foundation's Pride in Practice training across London, resulting in GPs receiving training to understand its use and support signposting of patients to a range of specialist services and support.



*An example of the FindOut map for London*

In London, we also ran a series of strategic borough roundtables as well as specific thematic roundtable events for Trans groups, Mental Health services, Bi groups and Youth Groups.

### HOME, London Community Infrastructure

As an extension of our LGBT+ London Gardens work we continue to work with a cohort of LGBT+ Groups in London exploring how the sector can work together, share assets, and potentially create a new LGBT+ community hub for London.

## Trans Organisations Network (TON)

- Network grew by 30%
- Hosted 4 Trans focussed roundtable events

The Network continues to go from strength to strength, bringing together nearly 60 trans+ organisations to engage with key policy developments and explore specific community issues.

This year the Network organised and co-facilitated trans-specific campaigns on a range of topics including Gender Recognition Act reforms in Scotland and England/Wales and it has co-coordinated writing and open letter campaigns to the new Prime Minister calling for a protection of trans rights.

TON set up media training for trans groups and hosted four strategic round tables. These events were designed to provide a space where trans groups can come together to work collectively on direct action and campaigns as well as guide Consortium in its trans-focussed work.

TON remains unique as the only strategic trans network of its kind in the UK, and we continue to grow its membership by 30% each year.



*Workshop delegates at the Trans Organisations Conference*

## Outcomes Framework

As part of our work to develop new income for the LGBT+ sector, we explored what role social finance and investment might play in the future of the LGBT+ sector. This process led us to focus on a piece of work that would allow LGBT+ organisations to better articulate the difference their work is making and the impact it has on LGBT+ people and communities.

The result of this work is the LGBT+ Common Outcomes Framework. Co-produced with a cohort of 6 member organisations and our external specialists Traverse, this innovative document will continue to support collective community messaging, inform wider knowledge about the amazing work across the LGBT+ sector, provide a framework for organisations to articulate their own work, and support Consortium in better understanding the combined impact its own work is having.



*Visual representation of the LGBT+ Outcomes Framework*

## Trustee Brokerage and LGBT+ Leaders Mentoring

In partnership with Rainbow, the LGBT+ staff network at Lloyds Banking Group, we successfully matched 16 people with LGBT+ organisations across the UK, including LGBT Youth Scotland, New Family Social, MindOut and Opening Doors London. This programme sought to bring together experienced corporate professionals with LGBT+ organisations to increase the diversity of skills on the boards across the sector.

We also started to develop an LGBT+ Leaders Mentoring programme, which seeks to match professionals from Lloyds banking Group with LGBT+ sector leaders who are looking for some mentoring for their own professional development.

## Fundraising Support

→ 21 groups received intensive 1:1 fundraising support

As an extension to our core engagement team offer we were able to provide 1:1 tailored support around fundraising. This work included critical feedback on funding bids, discussing fundraising strategies and developing packages for corporate sponsorship. This work was established following the publication of the LGBT+ Fund Feasibility Study which highlighted the continued need for active support around fundraising and fundraising strategies for frontline LGBT+ organisations.

## Community Conferences and Events

→ 5 Community Conferences

We held a range of Community Events specially designed to support small grassroots LGBT+ groups in the North East, North West and London.



*Consortium and NIESR introducing Consortiums LGBT+ Outcomes Framework*

We also held a larger conference in London which focused on Impact and Evaluation and was hosted in partnership with the National Institute for Economic and Social Research (NIESR).

The day brought together 60 representatives from LGBT+ Groups across the UK to participate in a range of workshops designed to increase delegates skills around outcomes, monitoring and evaluation through workshops and peer learning.

In June 2019 Consortium organised a funding & fundraising focused event in Brighton which was attended by 20 representatives from LGBT+ Groups and included guest speakers from a range of funders as opportunities to network.



*Delegates participating, sharing and learning in a Peer Power Hour*

Our last Conference of the reporting year was The Trans Conference which brought together 30 representatives from trans organisations across the UK. Delegates participated in a range of workshops, peer learning and networking sessions and heard from guest speakers.

I found the day so useful to get new ideas and find resources. I have learnt more about other T organisations and what they do and will refer to many of them from now on. I also found it so useful to chat about shared struggles and to see what support is out there around collective issues. I will share my learning from the day with my colleagues – thank you for a fantastic day, so well executed!

Trans Organisations Conference Delegate

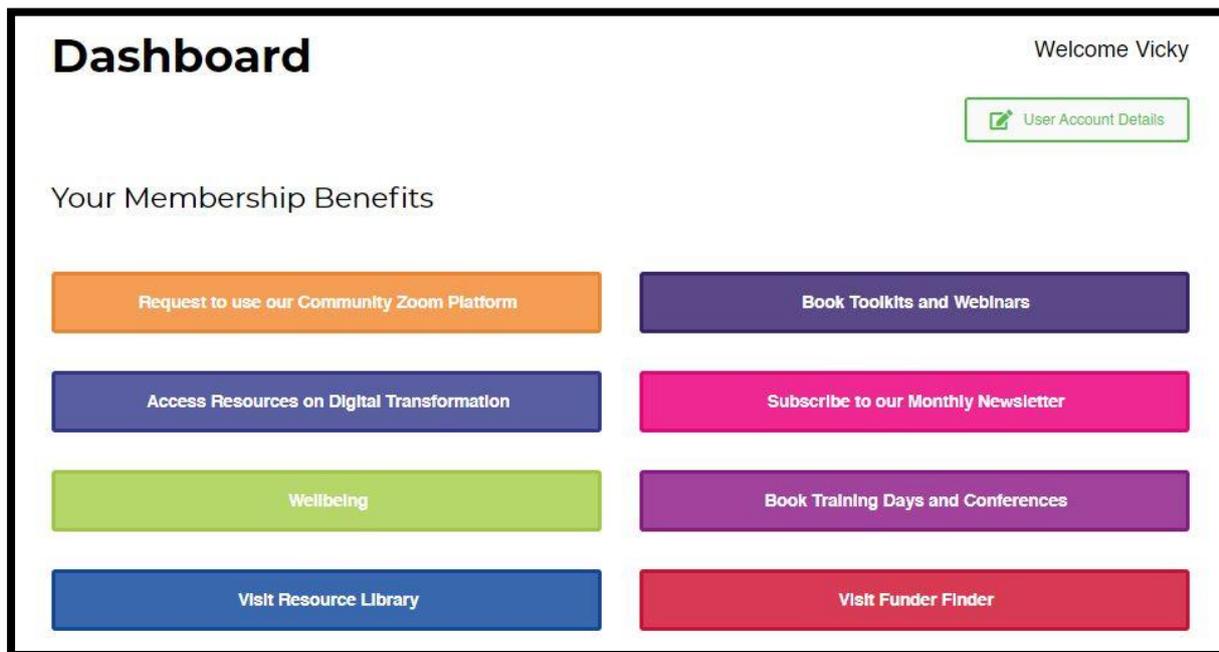
### Branding, Website & CRM

- Rebranded
- New website
- Bespoke Membership Management System

During the early part of 2019 we launched our new website which included a new Members Dashboard making it easier for Members to access their Membership benefits.

We worked hard behind the scenes to introduce a new internal client relationship management system which means we can manage all our Members information efficiently, making sure that the team can work effectively to meet the needs of our Members.

This new CRM also makes it much easier for Consortium to collate data and oversight information on the LGBT+ sector, which helps form part of our Annual Insight report.



*A screen shot of the new Members Dashboard on our website*

## National LGB&T Partnership

- Coordinated National Lesbian, Bi and Trans Women's Health Week
- Worked alongside NHS LGBT+ Health Advisor

Consortium continues to host the staff member working on behalf of the National LGB&T Partnership, which sees 10 key health and wellbeing focused LGBT+ organisations bringing LGBT+ voices and perspectives to NHS England, Public Health England and Department of Health and Social Care under the Health and Wellbeing Alliance umbrella.

This year saw exciting developments for one of the Partnership's key projects, LBT Women's Health Week. Increased reach online and a range of partnerships and collaborations resulted in well-attended and impactful events to raise awareness of health and wellbeing issues facing lesbian, bisexual and trans women.

The Partnership has developed a strong working relationship with Dr Michael Brady, the LGBT Health Advisor at NHS England and worked on various elements of work with his team during the year. This included giving a broad range of LGBT+ organisations the opportunity to share their perspectives on key health and wellbeing issues with Michael and his team across roundtable events.

The Partnership also engaged in a large number of Health and Wellbeing Alliance additional projects across a diverse range of health issues including mental health, race disparities, data transformation, weight management and smoking cessation.

## Philanthropy and Giving

### City4LGBT+

→ £26,000 raised for LGBT+ groups

We began a new partnership with GiveOut, The Funding Network and Macquarie which saw 2 of our Members, alongside 2 of GiveOut's Members, pitch at the City for LGBT+ event – the UK's first live crowdfunding event specifically benefitting LGBT+ causes.

The event raised £26,000 for the 4 groups who pitched on the night – Gendered Intelligence, New Family Social and two international LGBT+ organisations from Jamaica and India (selected by GiveOut).



*Gendered Intelligence doing their pitches for funding*

### LGBT+ Feasibility Study & Consortium Action Plan

Following 18 months of planning and consultation through our Expert Task Force, we were delighted to receive funding from Esmeé Fairbairn and National Lottery Community Fund to undertake a Feasibility Study into a future LGBT+ Fund.

Working in partnership with IG Advisors we consulted widely with the LGBT+ sector, funders, and other stakeholders to explore future income generation for our sector. We published the Study in May 2019 and subsequently published a Board backed [Action Plan](#) in July 2019 responding to the recommendations.

We are delighted that even before we had published the Study and Action Plan that we had secured onward grant giving for LGBT+ organisations through the Government Equalities Office (detailed below). During the second half of 2019 we actively included Philanthropy and Giving into our core work areas and whilst we haven't yet been able to secure funding for a new staff role to lead this work, the senior management team have driven forward the actions.

Working with our first private donor we set up the Intersections Fund, published the LGBT+ Common Outcomes Framework and continued conversations with a range of funders through our LGBT+ Funder Roundtables. These discussed LGBT+ sector

needs and explored future LGBT+ specific funding that could be delivered in a transparent and community-responsive way.

Whilst the primary focus of this work is on income generation, it is intended to go beyond just money. Strong LGBT+ organisations, co-produced and collaborative work and building working partnerships with corporates and other mainstream organisations for example, are all central to its success. Consortium is excited to embed this work further across the organisation.



### LGBT+ Futures Fund

- 66 Grants totalling £400,000 awarded to LGBT+ groups
- 33,000 individuals reached through funded work
- 90% of grant holders achieved their planned outcomes

We were delighted to be awarded the contract from the Government Equalities Office (GEO) to deliver a programme of skills development training for LGBT+ organisations, as well as a programme of onward grant giving of £400,000 for LGBT+ organisations across England (the GEO only covers England so was restricted to this area). Through this programme we quickly built our capacity as a grant maker with accountability, transparency and equitable decisions built into its design. Thanks to our team and external grant making panel we were able to award 66 grants over 2 grant rounds, with grantees covering diverse geographical and thematic areas.

Of the grant beneficiaries, projects reached diverse LGBT+ communities with older people, BAME/PoC communities, young people and trans and non-binary people being reached the most through funded work.

### Intersections Fund

- £20,000 distributed to 12 LGBT+ Groups supporting underrepresented communities

Building on the LGBT+ Futures Fund we are very grateful to the private donor who worked with us to develop a grant giving programme focused specifically on diverse intersections of our LGBT+ communities, with a particular focus on LBT Women, BAME/PoC communities and Faith communities. Thanks to the donor's generosity we distributed £20,000 to 12 amazing projects across the areas of focus.

## Voice and Communication

Throughout the year Consortium has championed and amplified diverse LGBT+ voices across a range of platforms as part of our Voice and Communication work. For example, Consortium presented at both the Government Equalities Office National LGBT Conference and their LGBT Leaders' Summit, where we facilitated a session for all attendees on sector needs. During the General Election period, we drew together a group of UK wide organisations to coordinate messaging and activity to ensure LGBT+ voices were heard.

We also sit on the AccessCare C Steering Group, which seeks to ensure those LGBT+ people with long-term health conditions have their needs better understood.

Our Chief Executive also sits on the Government's LGBT Advisory Panel, ensuring grassroots LGBT+ voices are heard alongside the views of the other 11 panel members.

## Our Funders and Partners

Without the support of the following funders we would not have been able to achieve so much this year. Thank you to each and every one of them for their support.



## Future Plans

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### → Leading the Sector through the Pandemic

Covid-19 has hit the world hard and our LGBT+ communities have not been immune from its effects—far from it. The immediate response to the global pandemic has seen a complete shift of focus for specific pieces of work, seen funders work in dramatically different ways and brought forward new opportunities for collaborative thinking and working now and into the future. We are a responsive organisation that adapts quickly to the ever-changing environment.

### → Sustainability and Resilience

Consortium's work over the last few years to consolidate and focus on the sustainability and resilience of the LGBT+ sector has stood us in good stead. There is much more to be done to keep our sector stable, but we are pleased to see organisations using the knowledge and skills developed to better position their own organisations so they not only survive through the pandemic but can thrive as we go through the rebuild and recovery.

### → Strategic Planning Periods

In response to this dramatic shift in focus, the Board of Trustees and Chief Executive have decided to change existing plans for a new 5-year strategic plan which would have been published and implemented at the end of this calendar year. Instead, we think it prudent to take a step back and better understand the impact of Covid-19 on our organisation and the wider LGBT+ sector, how our works fits into new ways of working that emerge and also consider the additional impacts of important topics including anti-racism work, gender recognition reforms and the changing economic and trading environment of the UK. With this in mind, Consortium will publish a 1-year strategic plan which will build on the existing strategy but weave in specific actions and work considering the unique perspectives happening right now.

This approach will allow the organisation to remain agile and responsive to the changing environment and afford the organisation space to develop a longer-term plan towards the end of 2021.

Consortium retains its unique place in the UK LGBT+ sector and will continue to champion the diverse voices of its Membership, using its oversight of the sector to promote the need to continue increasing the financial capacity of all LGBT+ organisations. Consortium is passionate about securing a future for our LGBT+ sector that has collaboration, financial stability and stronger relationships with diverse stakeholders at its heart.

## Financial Review

The charity recorded an overall deficit of £25,208 (2019: surplus of £20,900) for the year represented mainly by the investment of restricted funds carried over from the previous financial year. A surplus of £12,462 was recorded for unrestricted funds (2019: deficit of £12,648). The charity had reserves to carry forward totalling £179,830, of which £96,148 represented unrestricted funds.

For the first time, Consortium acted as an onward grant giver, distributing £400,000 of its turnover as grants to LGBT+ organisations.

## Reserves Policy

The Board of Trustees have formally agreed the reserves built up by the organisation can be used to help the development of the organisation. Given our work to reduce all possible costs for the organisation through remaining officeless, the Board have ring-fenced the equivalent of three months' core overheads to facilitate an orderly winding up of the organisation in the event of no significant income generation. These funds are deposited in a separate bank account. The Board's risk strategy has created a system which enables Consortium's core work to remain lean and able to continue under a range of future circumstances.

## Trustees' Responsibilities in Relation to the Financial Statements

Company law requires the Trustees to prepare financial statements that give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing so the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Make sound judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume the charity will continue in business.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enables them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Carina Badger  
Acting Chair of Trustees  
Date:

Kevin Griffith  
Treasurer  
Date:

**INDEPENDENT EXAMINERS REPORT TO THE MEMBERS OF  
THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
VOLUNTARY AND COMMUNITY ORGANISATIONS  
YEAR ENDED 31ST MARCH 2020**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2020 which are set out on pages 21 to 31.

**Responsibilities and basis of report**

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of Scotland which is one of the listed bodies.

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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.

M J Laughton CA  
**MUNRO BROWN LTD**  
Chartered Accountants

Date:  
38 Gay Street, Bath

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**STATEMENT OF FINANCIAL ACTIVITIES  
(including summary income and expenditure account)**

**YEAR ENDED 31ST MARCH 2020**

		UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	TOTAL FUNDS
	Notes	2020 £	2020 £	2020 £	2019 £
INCOME					
Charitable Activities	4	52,355	688,912	741,267	449,146
Investments	7	543	-	543	377
TOTAL INCOMING RESOURCES		52,898	688,912	741,810	449,523
EXPENDITURE					
Charitable activities	8	40,436	726,582	767,018	428,623
TOTAL EXPENDITURE		40,436	726,582	767,018	428,623
NET INCOME / (EXPENDITURE)		12,462	(37,670)	(25,208)	20,900
TRANSFERS BETWEEN FUNDS	10	-	-	-	-
NET MOVEMENT IN FUNDS		12,462	(37,670)	(25,208)	20,900
RECONCILIATION OF FUNDS					
TOTAL FUNDS BROUGHT FORWARD		83,686	121,352	205,038	184,138
TOTAL FUNDS CARRIED FORWARD	10	96,148	83,682	179,830	205,038

All of the above results are derived from continuing operations. There are no other recognised gains and losses other than those stated above. Movements in funds are disclosed in Note 10 to the financial statements.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**BALANCE SHEET**

**AT 31ST MARCH 2020**

	Notes	2020		2019	
		£	£	£	£
FIXED ASSETS	11		1,147		1,529
CURRENT ASSETS					
Debtors & prepayments	12	33,564		67,410	
Cash at bank		<u>155,762</u>		<u>189,888</u>	
Total Current Assets		189,326		257,298	
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	13	<u>10,643</u>		<u>53,789</u>	
NET CURRENT ASSETS			<u>178,683</u>		<u>203,509</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			179,830		205,038
TOTAL NET ASSETS			<u><b>179,830</b></u>		<u><b>205,038</b></u>
<i>The funds of the charity:</i>					
UNRESTRICTED FUNDS	10		96,148		83,686
RESTRICTED FUNDS	10		83,682		121,352
TOTAL CHARITY FUNDS			<u><b>179,830</b></u>		<u><b>205,038</b></u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime.

Carina Badger  
Acting Chair of Trustees

Kevin Griffith  
Treasurer

Date:

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**CASH FLOW STATEMENT**

**AT 31ST MARCH 2020**

	2020	2019
	£	£
OPERATING ACTIVITIES		
(Deficit) / Surplus for the financial year	(25,208)	20,900
Adjustments for:		
Interest receivable	(543)	(377)
Depreciation	382	509
Decrease/(increase) in debtors	33,846	(6,680)
(Decrease)/increase in creditors	(43,146)	6,018
	<u>(34,669)</u>	<u>20,370</u>
Interest received	543	377
Cash (utilised) / generated by operating activities	<u>(34,126)</u>	<u>20,747</u>
NET CASH UTILISED/GENERATED		
Cash (utilised) / generated by operating activities	(34,126)	20,747
Net cash utilised / generated	<u>(34,126)</u>	<u>20,747</u>
Cash and cash equivalents at 1 April	<u>189,888</u>	<u>169,141</u>
Cash and cash equivalents at 31 March	<u>155,762</u>	<u>189,888</u>
Cash and cash equivalents comprise:		
Cash at bank	<u>155,762</u>	<u>189,888</u>

# THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER VOLUNTARY AND COMMUNITY ORGANISATIONS

## NOTES TO THE ACCOUNTS

### YEAR ENDED 31ST MARCH 2020

#### 1) ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below, and have been consistently applied within the accounts.

a) Basis of accounting

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Financial Reporting Standard 102 (FRS 102), the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2019 SORP (FRS102) and applicable charity and company law.

b) Incoming Resources/ Income

Incoming resources are recognised on an accruals basis, except that donations and legacies are recognised only upon receipt unless the donor advises otherwise. Grants & contracts are treated as income for the period to which the funder assigns the funds so matching income with the associated income for the period to which the funder assigns the funds so matching income with the associated costs of the services.

c) Fixed Assets & Depreciation

Office equipment at the Head Office is depreciated so as to write off its cost at 25% on a reducing balance basis. Office equipment for specific projects are depreciated over the life of the project. Small items of equipment are written off as incurred, to the statement of financial activities.

d) Charitable activities expenditure

Charitable activities consist of expenses incurred to further the company's aims and objectives of developing and maximising the effectiveness of LBGT+ organisations. Charitable expenditure includes the costs of training, sponsorship, grants and support to such organisations. The costs of liaising with member organisations, the preparation of directories and conferences are included as well as a suitable proportion of support costs, which, in the directors' opinion, relate to such activities. Salaries and consultant's fees, equipment depreciation and office overheads & consumables are apportioned between charitable activities, costs of generating charitable income and governance costs according to a best estimate of the time taken on each activity.

e) Stocks of materials & literature

Stocks of materials and literature are written off as incurred.

f) Going concern basis

The accounts have been prepared on a going concern basis.

g) VAT

Where appropriate expenditure includes irrecoverable value added tax.

h) Fund Accounting

Unrestricted funds are available for the use in the furtherance of the charity's objectives. Restricted funds are subject to restrictions imposed by donors as set out in the notes to the accounts.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

j) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2020**

<b>2) NET OPERATING SURPLUS/(DEFICIT)</b>	<b>2020</b>	<b>2019</b>
The net operating surplus/(deficit) of income over expenditure is stated after charging:	<b>£</b>	<b>£</b>
Staff costs (note 3)	245,065	211,193
Depreciation of equipment	382	509
<b>3) STAFF COSTS</b>	<b>2020</b>	<b>2019</b>
Staff costs for the year were as follows:	<b>£</b>	<b>£</b>
Salaries	219,591	185,537
Social security costs	19,093	21,719
Defined contribution pension costs	6,381	3,937
	<u>245,065</u>	<u>211,193</u>

The average number of persons employed by the charitable company in the year was 9 persons (2019 - 7)

No member of staff was paid more than £60,000.

The key management personnel of the charity comprises the trustees and the Chief Executive, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £53,267 (2019: £50,642).

<b>4) ANALYSIS OF CHARITABLE INCOME</b>		<b>Deferred Income movement</b>		<b>TOTAL</b>
	<b>2020</b>		<b>2020</b>	<b>2019</b>
GENERAL FUND	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
TOTAL UNRESTRICTED FUNDS	<u>52,898</u>	-	<u>52,898</u>	<u>30,169</u>
RESTRICTED FUNDS				
National Lottery Community Fund - Awards For All	-	-	-	9,000
Barrow Cadbury - Connect Fund	1,000	-	1,000	49,000
Barrow Cadbury - Connect Fund (Infrasructure)	15,000	-	15,000	-
Garfield Weston Foundation	10,000	-	10,000	-
Government Equalities Office	-	-	-	165,610
Government Equalities Office - LGBT+ Futures Fund	105,351	-	105,351	80,074
HOME Funds	20,036	-	20,036	-
Intersections Grant Funds	20,000	-	20,000	-
LGBT+ Futures Grants	400,000	-	400,000	-
LGBT Foundation National LGB&T Partnership	49,275	-	49,275	43,920
City Bridge Trust	68,250	-	68,250	71,750
TOTAL RESTRICTED FUNDS	<u>688,912</u>	-	<u>688,912</u>	<u>419,354</u>
TOTAL UNRESTRICTED & RESTRICTED	<u>741,810</u>	-	<u>741,810</u>	<u>449,523</u>

**5) TRUSTEES' REMUNERATION AND BENEFITS**

Directors had expenses reimbursed or paid directly in the year totalling £577 (2019 - £204).

These costs related to travel and subsistence.

There were no other trustees' remuneration or benefits for the year ending 31 March 2020

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
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**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2020**

**6) TAXATION**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**7) INTEREST RECEIVABLE**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
GENERAL FUND - unrestricted	543	377

**8) EXPENDITURE**

	<b>Activity Costs</b>	<b>Governance costs</b>	<b>Support costs</b>	<b>TOTAL 2020</b>	<b>TOTAL 2019</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>GENERAL FUND</b>					
Charitable Activities	28,138	5,418	6,880	40,436	42,817
	<u>28,138</u>	<u>5,418</u>	<u>6,880</u>	<u>40,436</u>	<u>42,817</u>
<b>RESTRICTED FUNDS</b>					
National Lottery Community Fund - Awards For All	6,399	-	-	6,399	2,601
Barrow Cadbury - Connect Fund	24,099	-	-	24,099	25,901
Barrow Cadbury - Connect Fund (Infrasructure)	-	-	-	-	-
Garfield Weston Foundation	-	-	-	-	-
Government Equalities Office - LGBT+ Futures Fund	126,710	-	34,341	161,051	24,374
HOME Funds	5,401	-	-	5,401	-
Intersections Grant Funds	-	-	-	-	-
LGBT+ Futures Grants	400,000	-	-	400,000	-
LGBT Foundation National LGB&T Partnership	49,275	-	-	49,275	43,920
Government Equalities Office	-	-	-	-	165,610
Big Lottery Fund Partnerships	8,329	-	-	8,329	38,033
Esmée Fairbairn	5,034	-	-	5,034	18,831
City Bridge Trust	66,994	-	-	66,994	66,536
<b>TOTAL RESTRICTED FUNDS</b>	<u>692,241</u>	<u>-</u>	<u>34,341</u>	<u>726,582</u>	<u>385,806</u>
<b>TOTAL FUNDS</b>	<u>720,379</u>	<u>5,418</u>	<u>41,221</u>	<u>767,018</u>	<u>428,623</u>

**9) GOVERNANCE & SUPPORT COSTS**

	<b>Governance</b>		<b>Support</b>	
	<b>2020</b>	<b>2019</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Independent Examination	1,900	1,800	-	-
Board Travel & Meeting Expenses	855	372	-	-
Telecoms	-	-	3,913	-
Administration of grant-making	-	-	34,341	-
Postage and Stationery	-	-	304	690
Salaries	2,663	2,532	2,663	2,532
	<u>5,418</u>	<u>4,704</u>	<u>41,221</u>	<u>3,222</u>

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2020**

**10) MOVEMENT ON FUNDS IN YEAR**

	Opening Balance 1 April 2019	Income	Expenditure	Transfers	Closing Balance 31 March 2020
	£	£	£	£	£
<b>UNRESTRICTED FUNDS</b>					
GENERAL FUND	83,686	52,898	40,436	-	96,148
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>83,686</b>	<b>52,898</b>	<b>40,436</b>	<b>-</b>	<b>96,148</b>
<b>RESTRICTED FUNDS</b>					
National Lottery Community Fund - Awards For All Funds to support training and development needs of LGBT+ organisations	6,399	-	6,399	-	-
Barrow Cadbury - Connect Fund Fund to explore social investment in LGBT+ third sector	23,099	1,000	24,099	-	-
Barrow Cadbury - Connect Fund (Infrasructure) Additional grant to further embed learning from first phase project	-	15,000	-	-	15,000
Garfield Weston Foundation A core grant for Consortium's membership and engagement work	-	10,000	-	-	10,000
Government Equalities Office - LGBT+ Futures Fund Administration of a grant fund and training and development of LGBT+ third sector	55,700	105,351	161,051	-	-
HOME Funds Funds to explore physical community assets in London	-	20,036	5,401	-	14,635
Intersections Grant Funds Grants for intersectional LGBT+ issues	-	20,000	-	-	20,000
LGBT+ Futures Grants Grants for LGBT+ focussed activity across England	-	400,000	400,000	-	-
Big Lottery Fund Partnership Funds to explore the feasibility of an LGBT+ Fund. Co-funded with Esmée Fairbairn	8,329	-	8,329	-	-
Esmée Fairbairn Funds to explore the feasibility of an LGBT+ Fund. Co-funded with Big Lottery Fund.	5,034	-	5,034	-	-
LGBT Foundation National LGB&T Partnership Support for the Partnership's workplan as part of the Health and Wellbeing Alliance	-	49,275	49,275	-	-
City Bridge Trust LGBT+ London project to support London member organisations in partnership to LGBT+ HERO	22,791	68,250	66,994	-	24,047
<b>TOTAL RESTRICTED FUNDS</b>	<b>121,352</b>	<b>688,912</b>	<b>726,582</b>	<b>-</b>	<b>83,682</b>
<b>TOTAL UNRESTRICTED &amp; RESTRICTED</b>	<b>205,038</b>	<b>741,810</b>	<b>767,018</b>	<b>-</b>	<b>179,830</b>

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
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**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2020**

**11) FIXED ASSETS**

	<b>Office Equipment General Fund £</b>	<b>TOTAL £</b>
Cost		
Brought forward	6,776	6,776
Additions	-	-
As at 31st March 2020	<u>6,776</u>	<u>6,776</u>
Depreciation		
Brought forward	5,247	5,247
Charge for year	382	382
As at 31st March 2020	<u>5,629</u>	<u>5,629</u>
Net Book Value		
As at 31st March 2020	<u>1,147</u>	<u>1,147</u>
As at 31st March 2019	<u>1,529</u>	<u>1,529</u>

**12) DEBTORS, amounts falling due within one year**

	<b>2020 £</b>	<b>2019 £</b>
Grants receivable	33,564	67,410
	<u>33,564</u>	<u>67,410</u>

**13) CREDITORS, amounts falling due within one year**

	<b>2020 £</b>	<b>2019 £</b>
Trade creditors	7,004	33,978
Taxation and Social Security	1,739	-
Other creditors & accruals	1,900	19,811
	<u>10,643</u>	<u>53,789</u>

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2020**

**14) STATUS, CONNECTED CHARITIES & RELATED PARTY TRANSACTIONS**

The company is incorporated by charitable means and is limited by guarantee without share capital. The company is not part of any group or specifically connected with any other charity or group.

**15) GOING CONCERN**

The charity is dependent on the continued support of the funding bodies.

**16) ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Tangible Fixed Assets	-	1,147	1,147
Current Assets	51,797	105,644	189,326
Creditors	-	(10,643)	(10,643)
	<hr/>	<hr/>	<hr/>
	83,682	96,148	179,830

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
VOLUNTARY AND COMMUNITY ORGANISATIONS**

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2020**

**17) ANALYSIS OF GRANTS TO INSTITUTIONS**

	<b>2020</b>
	<b>£</b>
<b>Main grants supporting diverse LGBT+ projects and events sustainability</b>	
Opening Doors London (ODL)	12,864
Brum Bi Group	1,200
LGBT Foundation	9,958
Encompass Network	5,080
UK Lesbian and Gay Immigration Group (UKLGIG)	10,578
Marlborough Theatre C.I.C & New Writing South	9,475
Bolton Rainbow Community	1,777
Bury LGBT+ Forum	1,850
TransBareAll	1,700
Curious Arts Limited	2,500
Proud 2 b parents	2,220
York LGBT Forum	2,933
LGBT+ Service Nottinghamshire (formally operating as The Centre Place)	9,417
Rainbow Foundation	700
Switchboard	7,959
GayGlos	2,255
LGB&T Out in the Bay	2,260
Trade Sexual Health	3,017
LGBT Federation North East	2,260
LGBT Bristol (Bristol Lesbian, Gay, Bisexual and Transgender Forum)	6,500
KeshetUK	3,630
LCR Pride Foundation	4,500
Not Alone Plymouth	1,865
Leeds Bi Group	1,230
Rainbow Home (North East England)	4,812
Out of the Can	6,500
Rainbow Noir	2,150
Kingston LGBT Forum	975
Unmuted	2,080
Manchester Village Spartans RUFC	5,500
House of Rainbow	8,000
Deaf LGBTIQQA and access costs	6,793
Learnest CIC	7,770
	<u>152,308</u>

**THE CONSORTIUM OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER  
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**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2020**

<b>17) ANALYSIS OF GRANTS TO INSTITUTIONS (contuned)</b>	<b>2020</b>
	<b>£</b>
<b>Organisational sustainability grants</b>	
MindOut LGBTQ Mental Health Service	10,961
The Intercom Trust	15,810
Leicester LGBT Centre	18,698
Lancashire LGBT	9,899
New Family Social	9,788
Educate & Celebrate	3,200
Stonewall Housing	7,551
London Friend	9,500
	<u>85,407</u>
<b>Youth grants</b>	
Allsorts Youth Project	12,525
Gendered Intelligence CIC	14,226
Mosaic LGBT Youth Centre	18,558
SAYiT	14,643
The Clare Project	8,000
Free2B Alliance	2,826
Breakout Youth	9,560
Q Space	2,189
Q:alliance	7,650
The Kite Trust	8,388
Space Youth Project	8,767
Proud2Be CIC	6,566
X2y Youth Group	8,000
	<u>121,898</u>
<b>Pride event grants</b>	
Salford Pride	2,500
Pride in Sheffield	8,869
Bi Pride UK	4,202
Pride in Gloucestershire	2,530
Lesbian Unity Festival South London (LezFest)	1,877
Warwickshire Pride	2,750
Oldham Pride	2,100
Sunderland Pride Group CIC	2,019
Cumbria LGBT Pride	1,700
Pride in North Cumbria	1,865
Norwich Pride	1,830
ParaPride	8,145
	<u>40,387</u>
<b>Total Grants to Institutions</b>	<u>400,000</u>