



Company Number 05610564

Annual Report
Financial Statements for the
period 01.12.17 – 30.11.18
LGBT Federation North East is a company limited by guarantee
registered in England Directors' Annual Report –
Year Ended 30 November 2018

Reference and Administrative Information Company Name LGBT Federation North East

Company Number 05610564

Registered Office Carnegie Building

Atkinson Rd Newcastle NE4 8XS

Operational address Carnegie Building Atkinson Rd Newcastle NE4 8XS

Members of the Board of Directors

Louise Evan-Wong Louise Lambert Liz Maddison Andrea Strachan

Company Secretary Louise Evan-Wong

Auditors None appointed in this financial year

Bankers Lloyds Bank

PO Box 1000

Andover BX1 1LT

The directors of the company present their report and financial statements for the year ended 30 November 2018

Structure, Governance and Management

The core structure and overall management of the company has depended on the voluntary activity of its directors and members who participate in the general meetings and **The Fed's** associated activities. Effort has been put in to grow and develop the company to become a valuable asset to LGBT communities across the region in a new and innovative manner.

Governing document

The Fed was incorporated as a company limited by guarantee and is

governed by its Memorandum and Articles of Association, company number 05610564.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while he or she or it is a member, or within one year afterwards, for the payments of the debts and liabilities of the company contracted before the time at which membership ceased, and of the costs, charges and expenses of winding up the same, and for the adjustments of the rights of the contributors amongst themselves such amount as may be required not exceeding £1.00.

Organisation

As a limited not for profit company, The Fed is organised through a Communications Group, an Events Group and a Directors Group. Membership of The Fed is voluntary and is free.

Objectives and Activities Objectives of the Company

The company was established to: bring together all relevant organisations in the North East of England to act as the voice of the LGBT community at a regional level; and to raise the profile and visibility of LGBT people, facilitating their participation in region-wide events and activities and influencing service delivery to be LGBT friendly.

Achievements and Performance

We are completely dependent on our volunteers as we do not have any paid workers, but the progress we have made this year has included many projects working in partnerships



Our volunteers who support any LGBT Victims of Hate Incidents or Hate Crime pictured with Dame Vera Baird Northumbria Police and Crime Commissioner

These volunteers have participated in a series of training sessions to prepare them for this support work and they all have enhanced DBS Certificates.

Many thanks to Karla Daly, Caroline Airs formerly from CPS and Sana Llyas from Victims First who contributed to these sessions and especially to the volunteers who gave many hours of their valuable time and contributed their various expertise.

Sian Parker from Hart Gables has been working with more volunteers in the South of the Region so we can now more easily support victims from the North and South. We have been promoting this service at various Pride Celebrations, Diversity Fayres, Respect Festivals and at every possible opportunity.

Dealing with abuse and hate can be hard, these volunteers can help by listening, signposting to appropriate agencies and supporting victims at appointments and meetings.

We have a team of trainers Louise Evan-Wong, Jud Hindess, Justine King, Julia Lyford and Julie Scanlon who have been delivering anti-homophobic, biphobic and transphobic bullying training to Primary and Secondary Schools in the Region as part of a project supported by the Government Equality Office. We are working in an alliance of twelve other LGBT Organisations. The training team have also delivered training to Age Concern LGBT Group, RVI LGBT and BME Staff Group, and Education Institutions such as University of Sunderland, Newcastle University and NHS Employee Groups. The training approach to all learning opportunities is facilitating active participation in enjoyable, safe and supportive situations. We aim for participants to leave training events feeling informed but interested in getting more information, motivated to act and knowledgeable about appropriate action. We will soon be offering a train to train programme to our anti-hate crime advocates so that we can reach out to more groups and organisations.

This year we have been working hard at promoting The Fed and the various sorts of support we can offer to our members and the general public. Aleks Dogramadzi looks after our web-site which is often the first port of call for information followed by an email. Andrea Strachan looks after our Face Book which is linked to our twitter account and has been getting hundreds of likes.



Hart Gables Team doing a stint on the stall at Durham Pride

We spoke to dozens of visitors and managed to get some new members as well as promote our “Help not Hassle” support for Victims of Hate Crime. Thankyou to all the volunteers who staffed our various stalls. A team from Irwin Mitchell Solicitors volunteered to do a stint on the rota and ended up helping a

couple of our members with some legal advice!!



Dee and Mahsa staffing the stall at Durham Pride

Dee and Mahsa staffing our stall at Durham Pride.

Mahsa is an LGBT Asylum Seeker and Dee has recently been granted refugee status.

The Fed would like to thank all the members and allies who rallied around and signed petitions and sent letters to the Minister for Immigration, Caroline Noakes to get Mahsa released from Detention. We would also like to thank Mahsa's local MP Chi Onwurah who was instrumental in getting Mahsa released. We would also like to thank the Angelou Centre and in particular Rosie Lewis for valuable advice and support for our LGBT Asylum Seekers.

We have many LGBT members who are seeking asylum because of persecution in their countries.

Some of the stories are of unimaginable actions and in ten countries the penalty for being LGBT is death.



Kath, Rosie and Louise taking a break at Northern Pride

Northern Pride was busy with hundreds of visits to our stall. Many thanks to all the volunteers who staffed the stall.

This was a great opportunity to meet our members and recruit new members.

It was also a chance to hear about what was happening in the lives of some of our members. One lesbian living in a residential unit told us about the homophobia she was experiencing from other residents but sadly she didn't want us to intervene.

We resumed our bi-monthly meetings with each session having a theme from our AGM wishlist.



These were some of our participants at the LGBT Asylum Seekers Workshop. Many thanks to Abraham Eiluorior for leading this workshop. Abraham has been a valuable member of The Fed. We miss him as he is now studying to be a solicitor so he can help other asylum seekers.

We were delighted to work in partnership with the LGBT Foundation on Sexual Orientation Monitoring, with the Discovery Museum on Live Well Project and with Gateshead Housing Co. helping members to see Newcastle Eagles and Irwin Mitchell for hosting our AGM and volunteering to help staff our stalls.



SOM Workshop



Live Well workshop



Our funding situation is still shaky which has limited our ability to facilitate the usual regular social gatherings for information exchange. Until the economic situation gets better we will need to rely more on social media for connecting with each other. We have sound financial systems and management in place, but the economic climate has been particularly difficult and we end the year worse than last year and in a precarious financial position with rapidly diminishing reserves.

Thankyou to our sponsors and partners without their support we wouldn't survive.

Angelou Centre
Big Lottery
Byker Community Centre
CPS
Discovery Museum
Gateshead Council
Gateshead Housing Co.
Hart Gables
Irwin Mitchell
Nasty Women
Northumberland Police and Crime Commissioner
Riverside Community Health Project
Show Racism the Red Card
Your Homes Newcastle

Thankyou to our volunteers who have given their time, their ideas and their energy. The bi-monthly workshop facilitators John Lawson, Volk Bowie, Abraham Eiluorior, Time out York, Mish Lorraine and Marcia Ash.

The Events Team, the Teams that staffed our stalls at Durham Pride, Northumberland Pride and Northern Pride and all the volunteers who turn up at events to help.

LGBT Federation N E income and expenditure 01.12.17 - 30-11-18

Balance Brought Forward £17529.79

Income

NHS Focus Grp	495.00
RCHP Workshop	75.00
Sund Uni Workshop	100.00
Durham Uni Workshop	50.00
Training	200.00
NHS training	67.50
NHS Training	100.00
LGBT Foundation	58.60
LGBT Foundation	750.00
HG Ball Contribution	250.00
Advisory Brd travel	23.02
PCCCF	3000.00
SRC workshop	150.00
Alan Turin exp	95.52
Live Well	2120.00
Northumbria Uni	50.00
Ball	40.00
HBT training	3660.75
PCCF	1722.00
NHS Focus Gr	200.00
Interest	7.59

Total Income 13214.98

BF 17529.79

Expenditure

Facilitators	4775.40
Interpreters	825.00
Venue hire	759.26
Web and Photos	1199.40
Refreshments	629.99
Travel	1972.00
Paper, inks, phone	727.29
Fasthosts	87.11
Admin & funding	3551.50
Insurance	195.50
Promo, stalls	503.97

Total Expenditure 15226.42

(£2011.44)

Total Bal 15518.35

The Fed (LGBT Federation N E) Balance Sheet as at 30th November 2018 **Fixed assets**

Tangible fixed assets £ 0

Investments £ 0

Total £ 0

Current Asset

Stock £0

Debtors £0

Cash at Bank and in Hand £15518.35

Depreciation £0

Liabilities

Creditors falling due within one year £0

Net current assets £15518.35

Creditors falling due after more than one year £0

Net Assets £15518.35

Total Company Funds £15518.35

In accordance with company law, as the company's directors, we certify that:

(a) For the year ended 30.11.18 the company was entitled to exemption under section 249A(1) of the Companies Act 1985.

(b) Members have not required the company to obtain an audit in accordance with section 249B(2) of the Companies Act 1985;

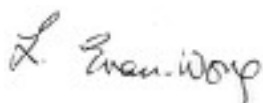
(c) The directors acknowledge their responsibility for:

- i. ensuring the company keeps accounting records which comply with section 221; and
- ii. 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 profit or loss for the financial year, in accordance with the requirements of section 226, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as applicable to the company.

(d) The accounts have been prepared in accordance with the special provisions in Part VII of the Companies Act 1985 relating to small companies.

The notes on pages 8 and 9 form part of these accounts.

Signed:



Louise Evan-Wong, Company Secretary Approved on
Dec 5, 2018

Notes to the accounts

1. Accounting Policy

Income and expenditure accounts have been prepared for the financial year 2017-2018. The Company started to trade 01.06.2005, and was dormant prior to this date.

2. Incoming resources

Income generated in this financial year has come from

- Contracts to deliver specific Project work Big Lottery, Northumberland PCCF, GEO, Nasty Women, NHS BME and LGBT Staff Teams, LGBT Foundation, NHS Focus Groups, Live Well, SRC, Northumberland Uni, Newcastle Uni, Sunderland Uni., RCHP Workshop
- Donations
- Volunteers and donated services and facilities

In the financial year 2017-2018 voluntary hours were donated by Louise Evan Wong, Louise Lambert, Liz Maddison and Andrea Strachan in performing the roles of directors and company secretary.

Volunteers

Many thanks to the volunteers on our events planning group Mahsa Azad, Keith Connelly, Michelle

Cunningham, Aleks Dogramadzi, Abraham Eiluorior, Pat Fisher, Rees Hodgson and Andrea Strachan. Special thank you to Michelle Cunningham who contributed her expert professional financial help to deal with HMRC and is now our Tax Agent.

Special thank you to Caroline Airs who contributed her legal expertise for our workshops

Sponsors and Funders

Huge thank you to the many sponsors that have kept us going through these lean times.

3. Directors' remuneration

No director received any remuneration for their role of director in this financial year.

Directors received out-of-pocket expenses in this financial year.

4. Resources expended

Expenditure is recognised when a liability is incurred. Contractual arrangements are recognised as goods or services are supplied.

5. Investment income

The company had no reserves that could have been invested or have generated interest in a deposit account.

6. Staff numbers - None

7. Taxation

The company has been established as a not-for-profit company limited by guarantee. The money carried forward from this financial year will be used to deliver services as throughout the next financial year.

There is no trading surplus, nor any profit; there is no liability for corporation tax.

8. Stock

The company holds no stock.

9. Debtors

The company has no debtors

10. Creditors

The company has no creditors

11. Risk management

The directors have a risk management strategy, which comprises:

- an annual review of the risks the company may face
- the establishment of systems and procedures to mitigate those risks identified
- the implementation of procedures designed to minimise any potential impact on the company should those risks materialise

