Chair’s Report

We have made great progress in the year up to March 2016 in setting up and rolling out a range of new services, while making sure that the smaller things we do are not forgotten. It has been a year of growth, in particular we’ve welcomed a new team to deliver sexual health services. Growth always brings with it opportunities as well as challenges, but I think we are now much stronger and I really hope that the people of Birmingham are proud of what’s been achieved.

All of our achievements are a credit to a dedicated team of volunteers and staff, all of whom I hope recognise the value of their contributions. I must single out Steph Keeble, Birmingham LGBT’s Director, for particular praise. Steph has done so much for our community, not just in Birmingham, but well beyond our city. I have also found Steph a pleasure to work with and have learnt so much from her.

Being accredited Investors in People Silver was one of the highlights of my year, especially as our assessment took place during a period of significant organisational change. Very few organisations reach this level of accreditation. It is a mark of how much we value our staff and take seriously our responsibilities to the LGBT community.

My thanks also go to Matt Daniels, who stood down as Chair in September 2015 after five years with the board. I am honoured to have the opportunity to build on his work. I am fortunate to work with an exceptional board of trustees and am grateful to all of them for their support, their commitment and for the passion that they bring. My thanks extend to former colleagues who have left the board in the year up to March 2016.

I am thankful for the donors and funders that have shown great faith in Birmingham LGBT and who have given their support. Their support is critical and we would not be able to do the work we do without it. One of my personal highlights was carrying our banner at Birmingham Pride in May, and then having the pleasure of welcoming Lesbians and Gays Support the Miners (LGSM) to the Centre as part of the Pride celebrations. LGSM also led the parade that year, signalling a return to the activist origins of the Pride movement.

I have heard recently that the very existence of such a prominent and visible charity working for Birmingham’s LGBT community is in itself a source of pride for some people. I will continue to be proud to play my part in making Birmingham a place in which LGBT people can realise their full potential and enjoy equal access to all which the city has to offer. Andrew Hitches Davies, Chair

“Having a physical space to meet, feel welcome and find community is really important for mental and physical health.”
Beneficiary Comment
This Year in Numbers

5,498
Visits to the LGBT Centre

1051
New service users

208
Face to face support sessions (IDVA Service)

Instances of improved social contact amongst older LGBT people: 430

23
Community groups meet at the LGBT Centre

Activate classes in the Vault: 177

Centre visits from outside the West Midlands: 17%

4
Large annual events: Pink Picnic, SHOUT Festival, Pride in Sports, and Community PRIDE
Director’s Report

It’s been another amazing and successful year for Birmingham LGBT with some key achievements and developments.

The period from the 1st of April 2015 to the 31st March 2016 has been another period of rapid growth and development for Birmingham LGBT. We have continued to deliver our core services here at the LGBT Centre including Health and Wellbeing; Birmingham’s festival of queer art and culture SHOUT; our older people’s project Topaz; the LGBT domestic violence programme; and our sports and fitness project, Activate. We have also developed a number of new services during the year which means we have been able to further expand our service offer to the Lesbian, Gay, Bisexual and Trans community across the city.

Following on from our four-year lottery funded project which came to an end in September 2015 we managed to secure continuation funding from Big Lottery Fund to develop our wellbeing services. This included the appointment of two new staff: a full-time Wellbeing Support Worker and a part-time Wellbeing Activities Worker. Birmingham LGBT were also successful in receiving funding to appoint a coordinator responsible for the strategic development of the Shout festival, now in its 8th year.

It was also a year where we developed our Leadership Programme, training a number of people as trainers to deliver the ILM-endorsed LGBT Leadership Programme, as well as holding a launch event which has had some great results empowering LGBT people in leadership roles to reach their full potential.

The biggest development this year for Birmingham LGBT was the partnership with University Hospitals Birmingham NHS Foundation Trust to deliver sexual health services to the LGBT community in Birmingham and Solihull as part of the Umbrella contract. The Umbrella partnership began in August and by January Birmingham LGBT welcomed a whole new team of Sexual Health Workers including Sexual Health Services Manager Matt Lopez, who has been busy imbedding and inducting the new team and developing and delivering the new services.

This was also the year when Birmingham LGBT had our three-yearly Investors in People review and even though we were going through a rapid period of change management with the sexual health contract doubling the size of the organisation I am extremely proud of the fact that Birmingham LGBT received an Investors in People Silver accreditation.

I would like to say a big thank you to all the staff, volunteers and Board members who have worked so hard over the last twelve months to make Birmingham LGBT such a great organisation, with a big personal thank you to the Chair of the Board Andrew Hitches-Davies for his ongoing support to me personally through a challenging but exciting twelve months.

I would also like to thank all our partners, stakeholders and funders who have been committed to the vision and values of Birmingham LGBT and have enabled us to develop our service offer to the local LGBT community. I am extremely proud of the LGBT Health and Wellbeing Centre and everything we have achieved.

Finally I would like to say a big thank you to the members of the LGBT community who use and value the LGBT Centre and our services. I am very proud to be a member of the LGBT community in Birmingham and very proud to be the Director of Birmingham LGBT.

Steph Keeble, Director
Paul joined us as a volunteer in the summer of 2014. Having taken voluntary redundancy from the Ministry of Justice, he had free time that he wanted to use to undertake voluntary work. Being particularly keen to volunteer in a gay friendly environment, Birmingham LGBT Centre was the obvious choice. Following DBS checks and references Paul attend two days of Induction Training and a further day’s training as a Wellbeing Champion.

The induction training included Safeguarding, Listening Skills, Issues and Boundaries, Attributes of a Good Volunteer and Homophobia & Transphobia. The Wellbeing Champion training raises awareness of health inequalities in the LGBT community and trains people to undertake outreach work and how to provide appropriate signposting following a Wellbeing Assessment.

Whilst volunteering at Birmingham LGBT, Paul has assisted at functions undertaking a meet and greet role and helped prepare rooms for meetings and events. Paul has also filled a regular weekly slot on the reception desk, greeting visitors, answering the phone, answering questions on the range of events, support groups and social groups that meet at the Centre.

He has also carried out basic admin tasks such as collating feedback forms from training events, etc. In the spring of 2015 Paul was one of several volunteers who applied for the Volunteer Coordinator role. Paul was successful and started as Volunteer Coordinator in April 2015.

“Volunteering at Birmingham LGBT Centre was a totally new and positive experience for me. The induction training was excellent even after loads of civil service training on Equality and Diversity I learnt a lot. The trainers were all friendly and very knowledgeable. The existing volunteers and staff made me very welcome when I started volunteering. I was offered the chance to attend training events and attended a staff team meeting. I was really impressed by the way everyone from the Director down thanked me at the end of every shift. It made me feel really appreciated. Since volunteering at the centre I’ve greatly increased my knowledge of the diverse LGBT community and have more confidence in assisting people from different backgrounds.”

Paul Ashcroft
# Annual Accounts

**BIRMINGHAM LGBT**

**BALANCE SHEET**

**AS AT 31 MARCH 2016**

<table>
<thead>
<tr>
<th>Notes</th>
<th>£ Unrestricted funds</th>
<th>£ Restricted funds</th>
<th>£ Designated fund</th>
<th>£ Total</th>
<th>£ 2015</th>
<th>£ 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed assets</td>
<td>8</td>
<td>3,886</td>
<td>9,930</td>
<td>143,863</td>
<td>157,679</td>
<td>197,009</td>
</tr>
</tbody>
</table>

**Current assets**

- Debtors and prepayments | 9 | 19,410 | 46,850 | - | 66,260 | 19,014 |
- Cash at bank | | 128,487 | 79,007 | - | 207,494 | 209,246 |

**Total Current assets** | | 147,897 | 125,857 | - | 273,754 | 228,259 |

**Creditors: amounts falling due within one year**

- 10 | 8,649 | 46,461 | - | 55,110 | 4,870 |

**Net current assets** | | 139,247 | 79,396 | - | 218,644 | 223,390 |

**Total net assets** | | 143,134 | 89,326 | 143,863 | 376,323 | 420,398 |

**Represented by:**

- 376,323

**Accumulated funds:**

- General unrestricted fund | 12 | 113,134 | - | - | 113,134 | 113,086 |
- Designated unrestricted fund | 12 | 30,000 | - | - | 30,000 |
- Restricted funds | 12 | - | 89,326 | - | 89,326 | 115,951 |
- Restricted capital fund | 12 | - | - | 143,863 | 143,863 | 191,361 |

**Total** | | 143,134 | 89,326 | 143,863 | 376,323 | 420,398 |

For the period ended 31 March 2016, the charity was entitled to exemption from an audit under section 477 the Companies Act 2006 relating to small companies.

**Directors' responsibilities:**

1. The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act; and
2. The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.
3. The directors are satisfied that the company is entitled to exemption from the requirements to obtain an audit under Section 477 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

The financial statements were approved by the trustees and signed on their behalf

Andrew Hitches-Davies  
Chair

Simon Hale  
Treasurer
BIRMINGHAM LGBT

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating income and expenditure account)

FOR THE YEAR ENDED 31 MARCH 2016

<table>
<thead>
<tr>
<th>Notes</th>
<th>Unrestricted</th>
<th>Restricted</th>
<th>Sub total</th>
<th>Restricted Capital</th>
<th>Total 2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td><strong>Incoming resources</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incoming resources from charitable activities</td>
<td>2</td>
<td>430,705</td>
<td>430,705</td>
<td>-</td>
<td>430,705</td>
<td>318,159</td>
</tr>
<tr>
<td>Earned Income</td>
<td>3</td>
<td>28,030</td>
<td>-</td>
<td>28,030</td>
<td>-</td>
<td>28,030</td>
</tr>
<tr>
<td><strong>Incoming resources from Generated funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Voluntary income</td>
<td>4</td>
<td>7,612</td>
<td>-</td>
<td>7,612</td>
<td>-</td>
<td>7,612</td>
</tr>
<tr>
<td>Investment income</td>
<td>5</td>
<td>1,052</td>
<td>-</td>
<td>1,052</td>
<td>-</td>
<td>1,052</td>
</tr>
<tr>
<td><strong>Total incoming resources</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>36,694</td>
<td>430,705</td>
<td>467,398</td>
<td>-</td>
<td>467,398</td>
<td>352,485</td>
</tr>
<tr>
<td><strong>Resources expended</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Charitable activities</td>
<td>6</td>
<td>17,147</td>
<td>269,096</td>
<td>286,244</td>
<td>47,498</td>
<td>508,348</td>
</tr>
<tr>
<td>Governance costs</td>
<td>6</td>
<td>878</td>
<td>2,248</td>
<td>3,126</td>
<td>-</td>
<td>3,126</td>
</tr>
<tr>
<td><strong>Total resources expended</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>18,025</td>
<td>271,344</td>
<td>289,370</td>
<td>47,498</td>
<td>511,474</td>
<td>337,917</td>
</tr>
<tr>
<td><strong>Net income for the period</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>18,668</td>
<td>159,360</td>
<td>178,028</td>
<td>47,498</td>
<td>-</td>
<td>44,076</td>
</tr>
</tbody>
</table>
Highlighted Service

Sexual Health Service

From August 2015 Birmingham LGBT was commissioned to provide sexual health services as an LGBT arm of the Umbrella partnership, University Hospitals Birmingham’s integrated sexual health services for Birmingham and Solihull, in a 5 year contract.

The majority of the team were in post by January 2016 ready to develop and deliver a range of services specifically tailored to meet sexual health and well-being needs of the LGBT community. Comprising of a service manager, a volunteer & peer mentor coordinator, a financial administrator and eight sexual health promotion staff, the sexual health team spent the initial part of 2016 developing a range of services delivered from the supportive and non-judgmental environment of Birmingham LGBT centre as well as a regular programme of outreach work across Birmingham’s gay scene and at a variety of environments across Birmingham and Solihull.

Adopting the slogan, ‘Here to support you – Not to judge you’, the team’s work has involved ensuring that our message gets out to LGBT communities and that our services are inclusive of the whole of the LGBT community which includes specific services for Trans people and Lesbian and Bisexual women which aim to meet particular needs and gaps in services which have previously been geared almost exclusively towards men who have sex with men.

Work continues with development of the sexual health services which will include some new and exclusive services and increased access later in 2016 and early 2017.

Matt Lopez, Sexual Health Services Manager

“Birmingham LBGT have been an integral and valued partner in the development and delivery of Umbrella, the new sexual health service for the people of Birmingham and Solihull. Birmingham LGBT provide 80 hours of access each week to specific sexual health advice, information, support, treatment and testing. They are constantly innovating - recently starting a monthly Trans clinic, planning a monthly chlamydia and HIV testing night in a city club and launching a Well Woman clinic. Umbrella’s vision is to provide the most integrated sexual health service. Working with key deliver partners like Birmingham LGBT is helping make this vision a reality.”

Andrew McKirgan, Executive Lead, Umbrella; Director of Partnerships, University Hospitals NHS Foundation Trust.
Birmingham LGBT continued to deliver independent domestic violence advocacy and support for LGBT people in Birmingham, in a pilot project funded by Birmingham’s Community Safety Partnership.

This is the first LGBT-specific domestic violence service to exist in the Midlands, and is a much needed addition to the area; domestic violence occurs in one in four same sex relationships, and affects many trans people too.

Domestic violence is a pattern of controlling behaviour that escalates in frequency and severity. It can include (but is not limited to) physical, emotional, sexual and/or financial abuse, within the context of an intimate or family relationship.

Over this period of time the IDVA service had 34 service users accessing face to face support, and an additional 4 were supported over the phone. This translated into 208 face to face support sessions, and 186 telephone support sessions. All 38 service users were supported to create at least one individual safety plan.

“After facing the fear of getting in touch I was made to feel very welcome, safe and in good hands with Anna. I am thankful that I made the leap and that a specialist LGBT service exists.”

“Anna was excellent, incredibly patient and offered beneficial advice. Service always friendly and welcoming.”

“Being supported by an LGBT service has made such a difference, it’s the first time I’ve felt like who I am and what my situation is has been properly understood.”

“It was invaluable to me to have a safe space to talk about what was happening to me. A sounding board to check out my manipulated view of reality. Anna’s understanding of DV and the more hidden effects and her explanations to me, have been a huge support, and I am forever thankful for the efforts she has put in to getting me back on my feet.”

“Great service. Felt very welcome and at ease. Found the tools useful in relation to healthy relationships. Thankyou.”

Beneficiary Comments
I love BLGBT centre it gives me a great opportunity to meet people in a non-threatening environment as well as attending workshops and training modules that enhance my professional portfolio.

For me volunteering at Birmingham LGBT centre has been a really positive experience. I have made some good friends and feel valued as a Volunteer.

The LGBT Centre is a vital resource and we are privileged to have it: a safe place for our community to meet, share, help and enjoy!

I made lots of friends at the LGBT Centre.

Older folk often feel excluded from the club scene and many LGBT are economically disadvantaged which can limit their options for socialising. The Centre provides a lifeline for all of these groups and makes and enormous difference to the wellbeing of LGBT folk in Birmingham.
We would also like to thank all of the dedicated trustees, staff and volunteers who are vital to the work of Birmingham LGBT

A big thank you to all of our individual and corporate donors and sponsors