“Our Vision is a vibrant, diverse lesbian, gay, bisexual and trans community in Birmingham in which individuals can realise their full potential and have equal access to all the city has to offer.”
Birmingham LGBT Annual Report 2014/15 Chair’s Report

2014/15 has been a year in which we have seen a step change in our charity. Whilst building a strong and solid foundation for the Health & Wellbeing Centre, we have continued to develop a broader range of programmes, support services and activities for the LGBT community of Birmingham.

We have seen a steady increase in the use of our Centre as a true community hub, with over 20 community groups now using the Centre as a base from which to plan and deliver a wide range of activities, and we have been working hard to grow our own existing programmes such as the TOPAZ older people’s project and the SHOUT Festival, now one of the UK’s leading LGBT Arts and Cultural events.

As a Board, we have reviewed and refreshed our Strategic Plan, overseen continuing development and implementation of appropriate policies and procedures and introduced a new annual performance development review system to support the longer term development of our staff team.

During this year Birmingham LGBT created an LGBT Leadership Academy, the first of its kind in the UK, which has delivered training to over 20 LGBT individuals across the city and region, providing them with leadership skills and confidence to take into their workplaces. We will be rolling this exciting programme out more widely over the coming year.

Our most significant achievement during 2014/15 has to be our partnership with University Hospitals Birmingham NHS Foundation Trust, and other partners, in successfully tendering to deliver sexual health services across Birmingham and Solihull. This means that 2015/16 will see Birmingham LGBT delivering a wider range of sexual health services for the LGBT community than has ever been available before, complementing the existing counselling and other support services operating out of the Centre. We are incredibly proud to be able to support further the ongoing health and wellbeing needs of our community and we look forward to rolling out the service from September 2015.

At the AGM in September 2015 I will be stepping down from the Board after five years as Chair. Over this time I have seen the charity grow from strength to strength, and to become one of the strongest, most vibrant LGBT charities in the UK.

As ever, I have to say a huge personal thanks to Steph Keeble, our Director, David Viney our Health & Wellbeing Manager, my fellow Board Members and all our staff and volunteers for their incredible spirit, hard work and dedication in making Birmingham LGBT what it is today. It’s been a pleasure and a delight to work with you all and I look forward to seeing Birmingham LGBT continue to do so over the years to come.

Matt Daniels
Chair, Board of Management
22 community groups

18 community workshops

160 older people supported

677 instances of support

2 LGBT Leadership Academy Courses
Birmingham LGBT Annual Report 2015 Director's Report

It has been another positive year for Birmingham LGBT and the LGBT Health & Wellbeing Centre. We have continued to grow and expand services and continued to receive awards and recognition, including being highly commended for ‘community benefit’ at the RICs Awards West Midlands 2014 and the ‘Charity of Achievement’ and ‘Best Event: SHOUT Festival’ at the Midlands Zone Readers’ Awards.

Our existing projects are flourishing: the TOPAZ older people’s project has continued to develop and grow, offering activities and befriending to older LGBT people in the city; the Volunteering Project has expanded, and we have developed our community Wellbeing Champions programme, including endorsing the Wellbeing Champions training with NCFE – we currently have over 40 volunteers supporting the work of the Centre; the heritage project “Coming out Stories” – a youth focused project – has been developed and we have continued to offer support groups to the trans community. We have been offering resources and support to LGBT community groups, and currently have over twenty groups meeting at the Centre.

Birmingham LGBT has also developed a number of new services in this period, including the Sports Activator project and the IDVA (Independent Domestic Violence Advocate), and we are pleased to welcome Penny Barber and Anna Robottom to the team. We have diversified and developed our training, and delivered training to professionals on LGBT health inequalities, LGBT awareness and domestic violence in LGBT relationships. We have also continued to expand and develop the Leadership Academy and run a workshop at a conference at the University of Worcester.

Birmingham LGBT continued to offer a number of events to the LGBT community throughout the year including a programme of wellbeing events, the Pink Picnic, SHOUT: Birmingham’s Festival of Queer Culture and a Christmas party on Christmas Day.

Birmingham LGBT has maintained very strong partnership working with a range of organisations. We are a member of the National LGB & T Strategic Partnership; a system partner to the Department of Health, NHS England and Public Health England, working to influence the health agenda at a national level, and a core partner for the Ageing Better partnership in Birmingham: a Lottery-funded programme to address the underlying causes of isolation in older age.

We are a key partner in the Umbrella partnership, led by University Hospital Birmingham Trust, to tender for sexual health services in Birmingham and Solihull; we found out in December that we were part of the successful tender, so will be developing our service offer to include sexual health services for the LGBT community.

All of the achievements of Birmingham LGBT and the Health & Wellbeing Centre would not be possible without the contributions of the staff, trustees, volunteers and community groups who work so hard to provide services and support to LGBT communities in Birmingham and beyond. They would also not be possible without the funders, donors and stakeholders who support the aims of Birmingham LGBT. We welcome the contributions from people who come to the Health & Wellbeing Centre and will continue to listen to and support you over this coming, exciting, year. I feel proud and honoured to be a member of your community, and to be the Director of Birmingham LGBT.

Steph Keeble, Director
The Birmingham LGBT Centre acts as a one stop shop for community health.

Working with mainstream providers and specialist LGBT services and groups, we have developed an integrated approach to community wellbeing. Through this holistic model we are addressing the health disparities faced by LGBT communities.

As well as Health & Wellbeing services, Birmingham LGBT works with the LGBT community to develop an exciting range of cultural, sporting and community events, ensuring that the Centre acts as a hub for LGBT community activity in the city.

5887 visits to the centre
677 instances of support
52 exercise classes
26 events
22 community groups
18 workshops
1 Xmas Day Party

Service User Comments
“The LGBT Centre provides a vital service to the LGBT Community.”

“Friendly staff, superb service, confidential and knowledgeable.”

“The LGBT centre has been like a life line with putting me in touch with more people and offering activities and a place where I feel safe and at ease.”

“This centre is really important!”

It’s been a positive year for the LGBT Centre with increased visits to the centre and an expanded range of activity and support on offer for the community, including an LGBT IDVA service and broader range of fitness activities. We have continued to develop our range of services including: support & signposting, sexual health, workshops, counselling, older people’s support, asylum advice and fitness classes, as well as promoting awareness through our Rainbow Health Campaign.

We have welcomed new community groups to the Centre, adding to the existing groups, which include: Birmingham South Asians LGBT, SMART alcohol support group, LGBT Table Tennis, Narcotics Anonymous LGBTQ, Positive Mental Health Group and OUTward Expressions art group.

Part of our strategy to ensure the Centre is a community hub has been to develop events and activities that complement the services on offer. We delivered 26 separate events including a Christmas Day Party, talks, lunch clubs, film screenings, quizzes, workshops, seminars and debates. We have been delighted at the level of enthusiasm and commitment from the LGBT community for the Centre, and we look forward to developing our offer further over the coming years.
TOPAZ offers social befriending and activities to LGBT Birmingham residents who are 50+ and at risk of becoming socially isolated.

This includes support to attend events and appointments, company to go shopping or to meet for a chat or a walk.

TOPAZ also offers a range of events which gives participants the opportunity to take part in interesting and fun activities, make new friends of a similar age group, remain active and be in touch with like-minded people.

TOPAZ has organised a number of social and learning events and activities, lunch clubs, coffee mornings, talks and workshops, at the Centre and at other venues in Birmingham.

Participants have been encouraged to take part in tai chi, mediation & mindfulness, confidence building, personal safety and ‘Life Books’ workshops; found out about reminiscence, researching family history, ‘coming out’ stories and the LGBT archive; visited exhibitions and talks.

We have supported and encouraged participants to get involved with community development: with the Ageing Better project in Birmingham and Stonewall Housing Older People’s Group initiatives.

TOPAZ befriending volunteers continue to offer a vital link for many people who have lost touch with their LGBT community over the years, for whatever reason. It helps them to gain or regain the confidence to socialise with others, where they can be relaxed and talk about things that are important to them.

Some of our members have been with us for a while, whilst others just need a brief introduction to their local Birmingham LGBT community and the groups and activities on offer for them to join. As always, the service is tailored to each individual’s needs.

Service User Comments

“A real asset to non-commercial LGBT scene.”

“Invited to Christmas lunch and everyone was welcoming and friendly.”

“Always enjoy coming to meetings, always made welcome, Maria & Rose do a good job running it.”

“It will lead to future improvements in my lifestyle.” Befriendee managing to attend her first social event in years due to mental illness (with befriender):

“I am very proud of myself, it was really tough, but I did it!”

“It’s lovely to be able to have someone with me to walk the dog; we’re both healthier and a bit more active now!”

93 befriending sessions
50 TOPAZ events
160 people supported
Activate is a three year programme to encourage the LGBT community to take up or return to sports and physical activity. It is funded through Sport England’s Community Activation Fund.

The project offers a variety of fitness classes in The Vault, taster sessions and coaching with LGBT sports clubs, and events.

There’s something for everyone. Whatever people’s current level of confidence, activity or skill, the project provides a safe space to develop their fitness goals.

Activate participants have explored taking up exercise for the first time or after a long break. A number felt empowered to try out several activities and some progressed to local LGBT sports clubs and mainstream classes.

The project’s free classes are open to everyone, from complete beginners to experienced athletes. Instructors are interviewed and monitored, with a brief to deliver inclusive, accessible classes with activity to match ability. We have created safe spaces where people become confident in enjoying being physically active.

We’ve provided introductory courses and ongoing, drop in classes. We’ve experimented with days, times and concentrations: from one hour day time or evening sessions, to four intensive afternoons over two weekends for Bollywood dancing. We’ve offered Tai Chi, Pilates, Yoga, Body Conditioning and Aerobics. The Vault is also used privately for work outs and hired by instructors.

Two of the groups Birmingham LGBT has supported are Rainbow Rambles and Birmingham Swifts. Rainbow Rambles is a walk that has evolved to a bi-monthly event with up to 40 participants. Birmingham Swifts is an all ability running group with over 30 members, some of whom progressed from complete beginner to Birmingham Half Marathon.
SHOUT is the West Midland’s only festival of LGBT arts and culture. Since 2009, it has established a reputation as a high quality, inspirational showcase of performing arts, visual arts and film. This has included many new commissions and premieres and partnerships with ‘mainstream’ arts organisations.

The SHOUT brand has helped to increase the profile of queer arts in the region. An inclusive and distinctive festival, it develops talent and encourages participation but also challenges artists and audiences to think in new ways, to provoke and be provoked.

Birmingham LGBT has delivered SHOUT Festival for six years running, and it has become an annual fixture on the Birmingham cultural calendar. In November 2014 we trialled a smaller ‘Boutique’ Festival, as part of our strategy to develop a sustainable model of delivery for the festival. The 6th version of SHOUT was delivered on budget, and all planned activity went ahead. The concept worked well, and the four day format and associated workshops were very successful, with excellent attendance at all paid shows and free events.

As well as delivering SHOUT Festival in 2014, we were also successful in obtaining a development grant from Arts Council England. The funding will allow us to build on the progress in developing a new queer arts offer, by appointing a Development Officer to work strategically on a fifteen-month development plan for queer arts in Birmingham.

The role will act as a co-ordinator and catalyst, developing new programming partnerships locally, nationally and internationally and creating a queer cultural strategy for Birmingham. We will bring together ‘mainstream’ arts organisations, artists and LGBT venues in a twice-yearly regional Programming Forum which meets to share ideas, co-commission work and embed queer arts more deeply into the West Midlands’ artistic offer.

18 performances
39 artists engaged
4991 audience

Festival Feedback

“Another great festival with cutting edge art and culture in the heart of the UK’s second city.”

“Love SHOUT Festival (long may it continue).”

“Love to see this become more West Midlands wide as I come from Coventry.”

“Thought the event was excellent - would love more of the same please!”

“Well organised, diverse & enjoyable event.”
January 2015 saw the launch of our LGBT Domestic Violence Service, the first specialist service of its kind in the Midlands.

The project supports any person in Birmingham and the surrounding areas who is LGBT, age 16+, and experiencing abuse from a partner, ex-partner or family member.

Domestic abuse is a pattern of controlling behaviour, which can include, but isn’t limited to, physical, emotional, sexual and /or financial abuse.

47 support sessions
9 safety plans created
82 professionals trained

Service User Feedback
‘It was nice being in a safe environment where I managed to get the support I needed.”

“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.”

Professional Training Feedback
“Good range of information, really made you think about issues relating to LGBT.”

“Extremely informative & challenging perceptions & raising my awareness.”

“Very comprehensive answers to questions + experience and information. Very supportive of how we were checking our understanding.”

Feasibility research carried out throughout 2014 showed that around one in four LGBT people in Birmingham had experienced domestic abuse, and the majority wanted to see a specialist LGBT support service. Following on from this the Birmingham Community Safety Partnership funded a year’s pilot project, to be run by Birmingham LGBT.

The early stages of the project have focused on publicity and awareness raising; seven multi agency training days have been delivered this year, with a waiting list for future dates, and our domestic violence worker has attended seventeen meetings and events with other professionals.

Face to face work has already taken place within the project, which has so far supported 10 service users over these first three months, around a variety of situations, including violence from partners, and so called ‘honour’ based violence from family members. This work has included emotional support, safety planning, and advocacy with other agencies, including the police, sexual health services and housing associations. The foundations have been laid for this project to continue to grow and develop, with the aim to support as many LGBT survivors or domestic violence and abuse as possible to know that they are not alone, and to stay as safe as possible.
Birmingham LGBT received £49,000 from the Heritage Lottery Fund (HLF) for an exciting project, ‘Coming Out Stories’, in Birmingham.

Led by young Lesbian, Gay, Bisexual & Trans* people from the local community, the project focuses on peoples coming out stories in Birmingham and the West Midlands.

The project will enable young LGBT people to discover the political, social and personal context of ‘coming out’ and what it has meant to LGBT people, within living memory.

Since June 2014, young LGBT people in Birmingham have been digging previously unheard stories out of the proverbial closet as part of this Heritage Lottery Funded creative research and heritage training project.

The question we have been asking: “What is your coming out story?” has triggered a wide range of memories and responses. A multi-layered project, it includes archival research, oral history training and interviewing, radio training and broadcast, photography, film making and leadership development skills.

Outputs include a learning resource for use in secondary schools, an exhibition, an oral history archive, a radio broadcast supported by Gaydio and a documentary film.

We have engaged with 30 volunteers, recorded 30 oral histories, filmed 20 coming out stories, received four written coming out stories and we have engaged 384 participants in a range of settings.

The project has been delivered in partnership with Birmingham City Council LGBT+ Allies Network and Out Central, Birmingham Youth Service’s LGBT service, and we have received sponsorship from Wragge Lawrence Graham & Co, Unite and The Penthouse. We have also received donations from individuals from the LGBT community.
Volunteers play a crucial part in helping us deliver our service to the LGBT community. Without the support of our team of volunteers we would not be able to deliver the level and variety of services on offer.

All of our volunteers receive two days of general training which is supplemented by further training and induction dependent upon their individual role.

100% of volunteers trained as Wellbeing Champions reported improved knowledge of LGBT issues, greater confidence and increased skills.

This year we recruited 24 new volunteers to work on various projects. Volunteers on reception are the first important point of contact where they provide a friendly and professional welcome to all those using the Centre.

All our volunteers are enthusiastic about making a difference and bring with them a wide range of valuable skills and knowledge. Wellbeing Champions attended Birmingham and Wolverhampton Pride Festivals, the Pink Picnic, Freshers’ Fayres and outreach sessions in bars to raise awareness both of the health inequalities within the LGBT community and the many services and support groups available at the Centre.

We also offer the LGBT community personal wellbeing assessments to evaluate their mental and physical health. These are then reviewed by the Wellbeing Champions who signpost service users to appropriate support groups, social activities and professional health care providers as appropriate.

The young new volunteers recruited to the Coming Out Stories programme have been busy recording people’s coming out stories in writing, the spoken word and on video, creating an important archive of peoples coming out experiences for the future.

24 volunteers trained
1675 volunteer hours

Volunteer Comments

“As a volunteer I have gained lots. I was never really a part of the LGBT community before I started my transition. So the first thing I gained was lots of new mates, in fact a whole new social circle. It has also improved my confidence and stopped my skills getting rusty. I have also had the chance to attend various training events.”

“From volunteering at Birmingham LGBT I have gained confidence in looking for work and regained a sense of purpose. I have also attended a few training days around mental health recovery which will help with securing a future job.”
The LGBT leadership academy is a project funded by Barrow Cadbury. The aim of the Leadership Academy is to enable LGBT people to become empowered to play a part in decisions that affect their lives and challenge policies and processes on the basis of equality, inclusiveness, diversity and social justice.

We have developed a unique leadership programme which aims to create and sustain LGBT leaders skilled in facilitating the growth of resilient, diverse communities that become more engaged in all areas of public life.

8 training days
27 people trained
6 action learning sets

What attendee’s said

“I have found the programme enlightening and enjoyable, whilst it has identified personal challenges and knowledge gaps, I feel that the leadership skills I possess have been honed strengthened.”

“ Inspiring, interactive, thought provoking and ultimately rewarding.”

“Really useful and productive. Great mix of practical exercises, theory and discussion B/LGBT excel at empowering the community, 2nd training course here and remain impressed at the quality.”

“I really enjoyed the academy and have started to implement the skills I learned into practice. It’s hard to believe it’s over it was really great being able to share and to learn from others in an open and safe environment.”

The Leadership Academy training programme can offer endorsement by the Institute of Leadership & Management (ILM).

The LGBT leadership academy aims to:

• Support, develop and mentor LGBT leaders in the public, corporate and third sectors

• Increase community resilience and enable LGBT people to influence and support LGBT inclusion in their organisations.

• Develop an income generation stream for Birmingham LGBT

The Leadership programme consists of two modules Leadership styles and conflict resolution plus three action learning sets and was developed for Birmingham LGBT by Ange Jones facilitate to create.

The programme is endorsed by the institute of leadership and management. During the year we delivered a second programme which was free to beneficiaries as part of the programme development funded by Barrow Cadbury.

We also invited participant’s who had completed the programme to attend a train the trainer programme in March to develop them as future facilitators of the programme.
We continue to develop two social/support groups for the Trans* community in the city. West Midlands FTM and Trans Central. Both groups have gone from strength to strength and provide a vital resource for people on the Trans* spectrum. Both groups are facilitated, and meet monthly at the Birmingham LGBT Centre, with Trans Central for those on the Male to Female spectrum and West Midlands FTM for people on the Female to Male spectrum.

We also received funding from the Birmingham Pride Community Fund, to set up a trans*/gender variant youth group. The new group will be facilitated by an appropriate worker and will meet two times month on a Saturday. The group will be called Emerge, and will be a safe social space for young people, predominantly up to the age of 19.

Birmingham LGBT recognises the need to support LGBT Asylum seekers, who may be fleeing oppression, violence and the threat of death in their home counties, and who were being dispersed to, and arriving in Birmingham and the West Midlands.

We decided the best way to support those in need was to bring in specialist advisers from The UK Lesbian & Gay Immigration Group, who now hold monthly advice surgeries at the LGBT Centre, we also offer support and signposting for individuals on a range of issues.

We also support the LGBT Asylum Seeker Social which meets once a month at the LGBT Centre and is facilitated by Journey MCC.
From August 10 2015 University Hospitals Birmingham NHS Foundation Trust (UHB) will start delivering sexual health services across Birmingham and Solihull. The Trust has been awarded a five-year contract by Birmingham City Council and Solihull Metropolitan Council.

The new model of care will be called Umbrella and will focus on health promotion and preventative care for patients. Umbrella is a uniquely comprehensive partnership of local providers, including six NHS clinics, almost 100 pharmacists, GPs and third sector partners including Birmingham LGBT.

We will develop and deliver the following services for the LGBT community:

7 day a week, 12 hours a day access to advice and support, plus self-sampling

Advice and support around sexual health and testing

Free Condoms and Lube

New drop in clinics for MSM, Trans and Women.

Self-Sampling Kits, which will test for HIV, Chlamydia, Syphilis, Hep B and Gonorrhoea, will be available from the LGBT Centre during its regular opening hours.

More outreach and testing in community venues

A peer mentoring programme focused on HIV prevention

A range of information and resources for the LGBT community on sexual health and healthy relationships. Including support around sexual exploitation and violence.

In partnership with Umbrella, Birmingham LGBT aims to deliver better sexual health outcomes by providing people with the knowledge to avoid sexually transmitted infection (STI) and HIV, and to know how to seek help if they are experiencing sexual coercion or violence.

Men who have sex with men (MSM), who suffer disproportionately from high rates of STI and HIV, and are a key group who require improved interventions.

Birmingham LGBT will provide a holistic sexual wellbeing service to all sections of the LGBT community, including brand news services for women and trans people, as well as men who have sex with men.

It is hoped that improved access to services generally will result in:

Increased testing, will lead to increased chlamydia diagnosis rates in the 15-24 age group and reduced late HIV diagnoses.

Prompt access to diagnosis and treatment, supplemented by partner notification, health promotion and individual behavioural interventions within clinics to address high risk sexual behaviour and alcohol or substance misuse problems, will result in fewer repeat STIs and less transmission of HIV, STIs and blood borne viruses (BBV) within the population.
the LGBT centre has been like a life line

you provide essential services

thank you for the amazing work you have done so far

this centre is a leader in its field across the country

Birmingham LGBT have done some great work with the community
BIRMINGHAM LGBT

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating income and expenditure account)

FOR THE YEAR ENDED 31 MARCH 2015

<table>
<thead>
<tr>
<th>Notes</th>
<th>Unrestricted</th>
<th>Restricted</th>
<th>Sub total</th>
<th>Capital</th>
<th>Total 2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
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</tbody>
</table>

**Incoming resources**

Incoming resources from charitable activities
- Notes: 2
- £318,159

Earned income
- Notes: 3
- £26,657

**Incoming resources from Generated funds**

Voluntary income
- Notes: 4
- £6,060

Investment income
- Notes: 5
- £1,608

**Total incoming resources**
- £34,326
- £318,159
- £352,485

**Resources expended**

Charitable activities
- Notes: 6
- £18,239
- £269,096
- £287,335
- £47,527
- £334,862
- £325,523

Governance costs
- Notes: 6
- £2,702
- £353
- £3,055
- £3,055
- £3,349

**Total resources expended**
- £20,941
- £269,449
- £290,390
- £47,527
- £337,917
- £328,872

**Net income for the period**
- £13,385
- £48,710
- £62,095
- £47,527
- £14,568
- £18,895
BIRMINGHAM LGBT

BALANCE SHEET

AS AT 31 MARCH 2015

<table>
<thead>
<tr>
<th>Notes</th>
<th>2015 £</th>
<th>2014 £</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unrestricted funds</td>
<td>Restricted funds</td>
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<tr>
<td>Fixed assets</td>
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<td>5,232</td>
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**Current assets**

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<tr>
<th></th>
<th>2015 £</th>
<th>2014 £</th>
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<tbody>
<tr>
<td>Debtors and prepayments</td>
<td>9</td>
<td>687</td>
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<tr>
<td>Cash at bank</td>
<td>107,244</td>
<td>102,001</td>
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<td><strong>Total Current assets</strong></td>
<td>107,932</td>
<td>120,328</td>
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**Creditors: amounts falling due within one year**

<table>
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<tr>
<th></th>
<th>2015 £</th>
<th>2014 £</th>
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<tbody>
<tr>
<td>Within one year</td>
<td>10</td>
<td>78</td>
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**Net current assets**

<table>
<thead>
<tr>
<th></th>
<th>2015 £</th>
<th>2014 £</th>
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<tbody>
<tr>
<td></td>
<td>107,854</td>
<td>115,536</td>
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**Total net assets**

<table>
<thead>
<tr>
<th></th>
<th>2015 £</th>
<th>2014 £</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>113,086</td>
<td>115,951</td>
</tr>
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**Represented by:**

**Accumulated funds:**

<table>
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<tr>
<th></th>
<th>2015 £</th>
<th>2014 £</th>
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<tr>
<td>General unrestricted fund</td>
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<td>Restricted funds</td>
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<tr>
<td>Restricted capital fund</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td>113,086</td>
<td>115,951</td>
</tr>
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</table>

For the period ended 31 March 2015, the charity was entitled to exemption from an audit under section 477 of 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.

Matt Daniels \hspace{1cm} Chairman

Simon Pickford \hspace{1cm} Treasurer

Date \hspace{1cm} 01 September 2015
OUR VALUES

Passion
We are passionate about creating and developing a thriving and vibrant LGBT community.

Community
We are a grassroots, user-led organization located within and accountable to, Birmingham’s diverse Lesbian, Gay, Bisexual and Trans communities.

Respect
We create and maintain an environment in which everyone is treated fairly with consideration, dignity and respect.

Equality & Diversity
We are committed to embracing and valuing diversity within our organization and our communities, promoting equality of opportunity and human rights for all Lesbian, Gay, Bisexual and Trans people.

Empowerment
We motivate and inspire our communities by enabling all members to grow and achieve their full potential.
Trustees: Matt Daniels, Kathryn Hobbs, Michael Syrett, Julia Lowndes, Simon Pickford ACA, Noreen Dowd, Ben Smitton, Rita Tappia, Andrew Hitches-Davies.

Staff: Steph Keeble, David Viney, Ann Strach, Maria Hughes, Rose Page, Sarah Blackstock, Larna Gallier, Jed Jerwood, Penny Barber and Anna Robottom.

We would also like to thank all of the dedicated volunteers who are vital to the work of Birmingham LGBT.

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

Photography  Colum Lavelle, Jamie Cox, David Viney