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Our Vision, Our Values

Our vision is a vibrant, diverse lesbian, gay, bisexual and trans community in Birmingham, UK in which individuals can realise their full potential and have equal access to what the city has to offer.

Our objectives are to raise awareness of the needs of lesbian, gay, bisexual and trans (LGBT) people in Birmingham and beyond, to advocate for their needs to the wider community and to promote opportunities to LGBT people in Birmingham and beyond to enable them to fully participate in the lives of their community.

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

Community/ We are a grassroots, user-led organisation 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 and Diversity/ We are committed to embracing and valuing diversity within our organisation 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.

Read more at birminghamlgbt.org.uk

As Birmingham’s leading charity advocating for and supporting lesbian, gay, bisexual and trans people in Birmingham, we want the city to be one of the best places in the country for LGBT people to live, work and socialise; with a thriving, visible, connected and proud LGBT community.
Andrew Hitches-Davies, Chair

I am pleased that we have continued to provide an excellent service for the community over the past year and expand our offer to reach even more people.

I must begin by paying credit to the volunteers and staff who remain dedicated to Birmingham’s LGBT community. Our volunteers, and the skills they have, remain one of our most valued assets. Our staff team has continued to impress. Every one of them has my thanks for their continued dedication.

I want to thank my fellow board colleagues for their commitment and the talent and experience that they bring. This year we have appointed three new board members, including a new treasurer. Good governance is critical for any charity and I believe we are in a very strong position in this respect.

I must single out for praise Steph Keeble. So much of what Birmingham LGBT has achieved is a result of Steph’s dedication and her commitment to the LGBT community.

This year we’ve extended the hours for our sexual health services to 80 hours a week, meaning support is now even more easily accessible. We have launched a trans sexual health clinic, a drop-in service for people engaged in chemsex, instant HIV testing and assisted self-sampling. We are forever grateful to the support of University Hospitals Birmingham and our other Umbrella partners for their support in making this service a such a success.

The LGBT strand of Birmingham’s Ageing Better programme is now up and running and the services have been popular. We have launched our LGBT Leadership Programme. The Health and Wellbeing Centre was again busy over Pride weekend. Over 20 community continue to meet regularly at the LGBT Health and Wellbeing Centre.

I am grateful to the donors, sponsors and funders that have identified with our values and given their generous support. The Centre and the services we provide would not exist without their support.

I remain humbled by everyone I have worked with over the past year, and proud of what we have collectively achieved. I love Birmingham and its people; and for me the opportunity to do something wonderful for the city’s LGBT community is a huge privilege.

“The LGBT Center is a brilliant resource, which enables LGBT people to meet in a great variety of groupings; in this way it contributes a huge amount to the wellbeing of these people”

Service User Feedback
The period from the 1st of April 2016 to the 31st March 2017 has been another period of rapid growth and development for Birmingham LGBT. While continuing to deliver our core services including the LGBT Health and Wellbeing Centre, SHOUT Birmingham’s festival of queer art and culture, the Umbrella sexual health contract, Activate our sports and fitness project, our wellbeing support service and the LGBT domestic violence project, Birmingham LGBT 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 in the city.

We were successful in a tender to Ageing Better Birmingham to deliver the LGBT Hub. Maria Hughes took on the role of Network Enabler and has been working with local groups to develop sustainable networks that enable older LGBT people to be less isolated and more engaged with their community.

Following on from our four-year Lottery funded project, which came to an end in September 2015, we managed to secure continuation funding from the Big Lottery 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.

Our wellbeing support services have developed and we are able to offer one-to-one appointments for support to people. This service has proved to be very popular. We also programmed a range of wellbeing events including mindfulness classes and confidence building activities over the Birmingham Pride weekend, as well as the annual Pink Picnic.

Birmingham LGBT continued to develop the SHOUT festival and were invited by the Arts Council to apply to become a National Portfolio Organisation. We ran our annual arts festival in November and a film festival in February to celebrate LGBT History Month.

We also continued to offer domestic violence services which included delivering training to professionals and support to victims/survivors.

It was also a year where we developed our leadership programme which aims to empower LGBT people in leadership roles to reach their full potential. We held a launch event with keynote speeches by Jules Bellingham, the ILM, and Barrow Cadbury, and ran one programme which received great feedback from participants. Many thanks to Matt Daniels the trainer.

Birmingham LGBT continued to develop and expand our sexual health services in partnership with University Hospitals Birmingham NHS Foundation Trust.

We developed a number of new sexual health services including a trans sexual health clinic, peer mentoring, and Chemfidential (a drop-in service in partnership with CGL supporting people involved in “chemsex”). This was in addition to offering HIV testing and assisted self-sampling, and in September saw us expand our opening hours offering services 80 hours a week.

We have continued to be a member of the national LGB and T strategic partnership and work with a wide range of local partners including local government health third sector and criminal justice partners.

We have also continued to support LGBT community groups providing them with free meeting space at the LGBT centre. Over twenty groups continued to meet at the Centre throughout the year.

I would like to finish by saying 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 Andrew Hitches-Davies the Chair for his ongoing support to me personally.

I would also like to thank all our partners, stakeholders, donors and funders who have been committed to the vision and values of Birmingham LGBT and 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.
Improving the health and wellbeing of the LGBT communities in Birmingham underpins the ethos and service delivery offer for Birmingham LGBT.

As does our commitment to an asset-based approach to working that sees people as the co-producers of their own health and wellbeing.

We do this by providing culturally competent health and wellbeing services for individuals; by promoting community resilience and engagement through the Leadership Academy and by supporting community organisations and encouraging volunteering.

There is a strong evidence base for the benefits of promoting wellbeing and it is this evidence that provides a firm foundation for our work.

Wellbeing is a multi-dimensional concept; wellbeing is concerned with how people feel and function on a day-to-day basis.

Improving wellbeing includes addressing loneliness and social isolation; promoting positive lifestyle choices and protective factors; and building resilience as well as removing barriers to living a satisfying and fulfilled life.
We deliver a range of services, projects and activities for LGBT Communities in Birmingham. These take place both at the LGBT Centre and offsite, including:

**SEXUAL HEALTH**
Dedicated LGBT Sexual Health Services. Open for testing and support 7 days a week.

**COMMUNITY GROUPS**
Providing free space and support to LGBT community groups, and supporting the development of new and emerging groups.

**WELLBEING SUPPORT**
Our wellbeing support service offers one to one support to improve your wellbeing and reduce isolation. Including a range of complementary workshops and events.

**SHOUT**
Annual Festival of Queer Arts & Culture, exploring queer experiences through theatre, music, comedy, cabaret, visual arts, talks, film, workshops, and events.

**LGBT ASYLUM SEEKERS**
Advice surgeries delivered in partnership with UK Lesbian & Gay Immigration Group and hosting Journey Asylum Social. Also offering wrap around wellbeing and emotional support.

**AGEING BETTER**
An exciting initiative for people aged 50 and over, offering the opportunity to get involved in events, activities, meeting new people and exchanging new ideas about how 50+ can connect with each other.

**LGBT ASYLUM SEEKERS**
This is the first LGBT-specific domestic violence service to exist in the Midlands.

**SPORTS ACTIVATOR**
Activate is a Sport England-funded project, designed to encourage LGBT people in the area to try new sports and fitness opportunities.

**LGBT LEADERSHIP**
A unique Leadership Programme, the first of its kind in the West Midlands. Developed to create and sustain LGBT leaders skilled in facilitating the growth of resilient, diverse organisations.
Performance Summary & Highlighted Activity 2016/17
VISITS TO THE LGBT CENTRE: +28%

WELLBEING EVENTS: 36

HIV POINT OF CARE TESTS: 449

SHOUT FESTIVAL: 1

NEW SERVICE USERS ‘WELLBEING SUPPORT’: 1,680

SEXUAL HEALTH CLINICS: 52

FITNESS CLASSES: 332

INSTANCES OF SEXUAL HEALTH PROMOTION IN COMMUNITY SETTINGS: 5,386

birminghamlgbt.org.uk
We place people at the heart of everything we do, below is some feedback from participants at events, attendees of workshops and users from across our services......

Loved the mindfulness skills day recently - superb!

I enjoy attending the center. I found the LGBT center a great help meeting new friends and finding out very useful things that maybe very helpful me, like the transgender group and enjoy the movies at the film club.

The LGBT Centre has been very generous in giving our group the space to meet. Our group provides a unique space for gay and bi guys to affirm their sexuality and, develop friendship with other guys through a range of creative activities & discussion.

Everybody I have met at the LGBT Centre has been so friendly and welcoming. It is a fantastic and invaluable resource.

Just very grateful to all the support and friendliness of the people running LGBT.

Very much enjoying the more relaxed pace and the staff are lovely. It’s a fantastic and needed alternative space to the lively/sometimes “too much” partying down the road and I’m an outgoing student

This is a great place. Makes me feel very safe. Wish I had known about it sooner.

Birmingham LGBT Centre doing a great job for LGBT community in West Midlands.

When I am alone in the house, I have had thoughts about suicide, but when I come out to meetings or activities at the centre I feel better about things.
Sexual Health

During 2016-17 Our Umbrella funded sexual health services which are specifically tailored for Lesbian, Gay, Bisexual and Trans people have continued to develop and expand. Our sexual health team offer advice and support on sexual health and wellbeing matters as well as facilitating access to other services and activities 7 days a week, through 80 hours of open access to services.

There are many reasons why LGB and T may prefer to access services that are LGBT specific. Some may have had or been fearful of experiences where they are not understood by service providers, may be judged or experience homo/bi/trans phobia when accessing generic services. All of our sexual health services are delivered from Birmingham LGBT Centre, a safe space for LGBT people and we aim to provide professional services in which LGBT people feel safe, comfortable and supported.

Our sexual health team comprises a range of specialist roles to ensure services are accessible to lesbian, gay, bisexual and trans people and includes specialist sexual health outreach Workers for gay and bisexual men and men who have sex with men (MSM), trans community, lesbian and bisexual women and BME people within our community.

Our sexual health services slogan is: “We’re here to support you – not to judge you”. We are passionate about this and deliver this commitment through our services.
99%
Of Sexual Health Service clients reported, “The staff were friendly and professional.”

3,528
Clients supported 1:1 on site at the LGBT centre. With 275 assisted STI Self Sampling tests carried out.

“Great service, did not expect so much help and support.”
Service User

953
Attendees at nurse/doctor led clinics.

“Extremely helpful and informative. Very friendly, made my first time here much easier.”
Service User

Birmingham’s first ever Trans sexual health clinic opened in July 2016
Birmingham LGBT launched Birmingham’s first ever sexual health clinic exclusively for trans people in July 2016. The launch of the trans clinic was the latest in a range of new services now being provided among the range of sexual health services specifically tailored for LGBT people.

Named ‘ClinicTrans’, this service commenced in July 2016. Following a community consultation and liaison with Umbrella clinical staff the clinic runs monthly on the 4th Friday between 4-7pm offering sexual health services specifically for the Trans community. Clinic Trans is consultant and nurse led and offers a range of clinical services. This exciting and long awaited service is to ensure that the Trans community are aware that there is now a specifically tailored sexual health service accessible to them.

Alexus Savage, Trans Sexual Health Outreach Worker facilitates the clinic by working closely with NHS clinicians and other wellbeing services providers to ensure that this service reflects and meets the sexual health and wellbeing needs of the trans community. Alexus says, “There are often barriers put in our way when accessing health services, from routine mis-gendering to medical staff who have little or no experience in dealing with Trans health issues. This can create an uncomfortable environment and a reluctance on our part to repeat that experience, which, when dealing with health issues, can lead to a whole set of problems. So I’m really excited to see a service tailored specifically to the needs of the Trans community coming to Birmingham. I really think this is an important development and I look forward to being involved with this as it continues to evolve and grow”.

“Great service, did not expect so much help and support.”
Service User

“Extremely helpful and informative. Very friendly, made my first time here much easier.”
Service User
Ageing Better

Since April 2016, Birmingham LGBT has run the LGBT Hub for the Ageing Better in Birmingham programme, which aims to combat social isolation for people aged 50 and over, through community groups and social activities. The LGBT Hub provides tailored practical and financial support which considers the particular needs of the LGBT communities.

There are many reasons why people who are 50 and over become isolated, including the loss of a partner, illness, retirement and moving to a new area. These can cause particular problems to the LGBT community, where fear of homophobia, biphobia and transphobia can lead people to avoid attending ‘mainstream’ community events. Many people in the community remember the abuse and discrimination they suffered when younger and, although society may have changed and equality improved, these past experiences affect how they live now.

This is why it is so important to support 50+ LGBT people, to celebrate their lives and struggles and to appreciate the value they bring to society.

“Great social occasion, meeting up with others for lunch. Increases my social circle. Wouldn’t otherwise contemplate going out for lunch on my own. Living alone, social occasions like this are crucial for social contact.” Participant
Positive West Midlands is a relatively new charity (Charity No. 1172171) having set up in October 2016 and relying on small donations which allow them to cover tea, coffee and biscuits etc for its twice weekly meetings.

Since joining the Ageing Better scheme Positive West Midlands has enjoyed four events including a meal out, a day trip to Weston Super Mare, a comedy night and a cinema trip. We have been able to include people from aged 22 to 73 in these events. It has allowed people of all ages to build friendships, learn from each other and support each other in living with HIV.

Becoming part of ‘Ageing Better’ has allowed us to do so much more together and given us a way of attracting a diverse age range to our group and participate in a variety of activities.

In the future we hope to be able to apply again and do more in-house activities focussed on personal and group development in order to build a strong community spirit which will enable each of our members to support themselves and each other in the ways that are best for them.

Maria Hughes our Network Enabler has been great to work with and she has supported us in our new ventures to improve the lives of older people living with HIV and also include our younger members as well. I would recommend any small charity/community group to take up the benefits of becoming a member of the Ageing Better programme.” AM, Trustee
2016
10 days, 12 venues
28
events, performances, exhibitions.
combined audiences of over 30,000 people.
92%
described their experience as Excellent (70%) or Good (22%)

An annual arts festival, aimed at representing and platforming the voices and experiences of queer people in Birmingham and the Midlands.

‘This event shows what queer arts is about - clever, funny, entertaining & breaking boundaries’
Audience Member

‘SHOUT Festival is unique in its offer in the UK, offering queer artists & experimental organisations the freedom to test radical ideas & develop work with critical rigor’
BOM
‘Activate has enabled us to broaden our appeal. With Activate support we have trained our own lifeguards which gives us self-sufficiency.’ Mark Hillier, Moseley Shoals

A three year Sport England funded programme aimed at increasing participation in sports and fitness amongst LGBT people.

1,929 PARTICPATIONS IN
332 FITNESS CLASSES

Activate has enabled hundreds of LGBT people to access free fitness classes at Birmingham LGBT in the past year, including Yoga, Pilates, Boxercise, Hula, Table Tennis and Line Dancing. It has also helped create and sustain other LGBT sports clubs in and around Birmingham.

Engaging over 2,000 people in its first three years to March 2017.
People Development

Birmingham LGBT is accredited ‘Investors in People Silver’, we believe passionately about investing in the development of our team members, with the ultimate aim of providing the best experience for users of our services.

Birmingham LGBT provides:

- Regular training sessions for staff and volunteers
- Regular support & supervision
- Annual appraisals
- Opportunities to visit, share and learn with other LGBT organisations.

![Investors in People Silver](logo.png)

Staff training in 2016/17 included:

- Personal safety on outreach (from Suzy Lamplugh Trust)
- Challenging behaviours
- First Aid
- Motivational interviewing
- Information governance
- Gillick/ Fraser competency
- The integration of information and communication technologies (ICTs)
- Chemsex awareness (from London Friend)
- Suicide Prevention
- Hepatitis A-E awareness
- Safeguarding level 2, with a level 3 child safeguarding component
- Social Media

**Stuart Payne.** I started at Birmingham LGBT in January 2016 as a sexual health outreach worker; I was excited and looked forward to the role. The role has presented many personal development opportunities that I had not received from my previous employment. I had experience of working in sexual health promotion and I was a part of a West Midlands wide chlamydia-screening programme, however HIV and STI screening was new but exciting. I have made several achievements in my role at Birmingham LGBT that I am proud of such has being signed off in phlebotomy, Point Of Care HIV testing and training to assist service users to complete self-screening for STIs.

**Adam Carver.** As Festival Development Officer I’ve had the opportunity to travel all over the UK to visit other festivals, arts organisations, and artists to research and develop my skills and understanding. Through this I’ve been able to network, expand the reach of the festival, and develop new opportunities for partnerships for SHOUT across the UK. It has also afforded me the opportunity to develop models of best practice for working with venues and artists, develop my awareness, and be exposed to new and emerging performance and visual art work which we have been able to bring to Birmingham. I’ve learned and developed new skills around organisational management of arts events and fundraising and have gained experience, confidence and a qualification in bid-writing (which has been enormously beneficial for both my professional development within Birmingham LGBT and my personal development as an artist).
Funders & Supporters

Thank You

Birmingham LGBT would like to acknowledge the contribution of board members, staff and volunteers, our successes are driven by their passion.

We would also like to thank our donors, funders, partners and stakeholders, including Birmingham Pride for their generous donation of £20,000.

The support of both individuals and organisations enables us to continue deliver our mission and to provide key services to the LGBT community.

32%

Of the total visits to the LGBT Centre in 2016/17, 32% came from the top 10% of the Country’s most economically deprived wards.
BIRMINGHAM LGBT

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2017

<table>
<thead>
<tr>
<th>Notes</th>
<th>Unrestricted funds</th>
<th>Restricted funds</th>
<th>Total 2017</th>
<th>Total 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>general</td>
<td>designated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Income from:</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Donations and legacies</td>
<td>2</td>
<td>23,719</td>
<td>-</td>
<td>23,719</td>
</tr>
<tr>
<td>Charitable activities</td>
<td>3</td>
<td>2,989</td>
<td>-</td>
<td>621,961</td>
</tr>
<tr>
<td>Other trading activities</td>
<td>4</td>
<td>21,571</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Investments</td>
<td>5</td>
<td>30,311</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total income</td>
<td>78,590</td>
<td>-</td>
<td>622,572</td>
<td>701,162</td>
</tr>
</tbody>
</table>

Expenditure on:
Charitable activities                          | 7         | 60,453     | -         | 614,856    | 675,309   | 511,475   |

Net incoming/(outgoing) resources before transfers | 18,137 | - | 7,716 | 25,853 | (44,076) |

Gross transfers between funds                  | 12,020    | -         | (12,020)  | -          | -         |

Net income/(expenditure) for the year/
Net movement in funds                          | 30,157    | -         | (4,304)   | 25,853     | (44,076)  |

Fund balances at 1 April 2016                  | 113,134   | 30,000    | 233,189   | 376,323    | 420,399   |

Fund balances at 31 March 2017                  | 143,291   | 30,000    | 228,885   | 402,176    | 376,323   |

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.
**BIRMINGHAM LGBT**

**BALANCE SHEET**

**AS AT 31 MARCH 2017**

<table>
<thead>
<tr>
<th></th>
<th>Notes</th>
<th>2017</th>
<th></th>
<th>2016</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td><strong>Fixed assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>11</td>
<td>107,404</td>
<td></td>
<td>157,679</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>13</td>
<td>59,863</td>
<td></td>
<td>66,260</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>283,793</td>
<td>207,495</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>343,656</td>
<td></td>
<td>273,755</td>
</tr>
<tr>
<td><strong>Creditors: amounts falling due within one year</strong></td>
<td>14</td>
<td>(48,884)</td>
<td></td>
<td>(55,111)</td>
</tr>
<tr>
<td>Net current assets</td>
<td></td>
<td>294,772</td>
<td></td>
<td>218,644</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td></td>
<td>402,176</td>
<td></td>
<td>376,323</td>
</tr>
</tbody>
</table>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2017. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The trustees’ responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for 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 incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies’ regime.

The accounts were approved by the Trustees on .......................  

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Mr A Hitchens-Davies (Chair)  
Trustee  

Company Registration No. 07203554