

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE  
AND POLICING GROUP**  
(A company limited by guarantee)

**DIRECTORS' AND TRUSTEES' REPORT AND ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2019**



**Company No: 02969307**  
**Charity No: 1077384**

**REPORT AND ACCOUNTS**

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**DIRECTORS' AND TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31ST MARCH 2019**

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31<sup>st</sup> March 2019, which are also prepared to meet the requirements for a directors' report and Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2018).

**OUR PURPOSE AND ACTIVITIES**

Galop is the UK's only specialist LGBT+ anti-violence charity. Our mission is to make life just, fair and safe for LGBT+ people. This year we marked 36 years of providing advice, support and advocacy and campaigning to end anti-LGBT+ violence, abuse and discrimination.

Galop works around 3 key areas; hate crime, domestic abuse and sexual violence. We also have specific projects to support trans victims of crime and young LGBT+ people at risk. Our direct client services for LGBT+ victims and survivors include:

- A London casework service
- The London 'Shoutline',
- The National LGBT+ Domestic Violence helpline, our help@ email service and online web chat service.
- The new National LGBT+ Domestic Violence capacity building and casework service.
- Outreach and Engagement at key community events and forums.
- Online reporting.

Our services enable people to achieve positive changes in their lives through emotional and practical support that develop empowerment and resilience, and engage with their communities to build lives free from violence and abuse. We continue to see a high demand for our services and more people than ever are accessing our services for help. In 2018/19, 8,612 people directly benefited from our services, with 1000s more benefitting from accessing our online information, resources and research publications. [www.galop.org.uk](http://www.galop.org.uk)

Galop also works at a strategic level to advocate for the concerns, experiences and needs of LGBT+ people in the development of law and policy around violence and abuse. Galop is a member of a number of national and London-wide policy and expert forums, both mainstream and community-based. For example, Galop co-chairs the Metropolitan Police Service's (MPS) Rape Reference group and is a member of the Home Offices' Independent Advisory group on Hate Crime.

We continue to retain the trust and confidence of the LGBT+ community by remaining an independent, community-centred organisation. Our expertise is respected by police, the CPS, government, councils and other charities.

**Achievements and Performance**

At the core of Galop's work will always be the direct support we provide to LGBT+ victims and survivors of discrimination, violence and abuse. In 2018/19, Galop provided:

- Support to **848** LGBT+ victims and survivors via our London casework services (Domestic Violence; Hate Crime; Sexual Violence; Trans specific and Young person's specific services)
- The London 'Shoutline' had **291** contacts providing advice, information and signposting to relevant services and resources.
- The National LGBT+ Domestic Violence helpline, our help@ email service and the pilot online web chat services provided specialist support to **4,270** beneficiaries in the year.
- Through our outreach and engagement activities across London at key community events and forums we helped to raise awareness and remove barriers to accessing services with **1,975** Londoners.
- Through the provision of training; presentations and workshops by the specialist Galop team we improved knowledge and understanding of the specific needs of LGBT+ victims and survivors to **1,228** professionals.

# LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP

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## DIRECTORS' AND TRUSTEES' REPORT (Cont'd)

### FOR THE YEAR ENDED 31ST MARCH 2019

Galop has seen a significant increase in demand for our services, whilst we have successfully grown the capacity in each of our three core service areas (Hate Crime, Domestic Violence and Sexual Violence), demand still exceeds capacity. The increase in demand for our services is due to a number of factors:

- An increased profile of Galop's services due to organisational growth and increased strategic work.
- With this increased profile Galop has built on a 36 years' history of delivering services in London and the strong reputation of trust and confidence within the communities has been extended.
- Increased engagement with statutory and voluntary sector organisations to improve referral pathways for LGBT+ victims and survivors, including Galop leading or being a key partner in a number of formal partnerships such as: CATCH; The LGBT+ DAP; Angelou, The LGBT+ Jigsaw project and the Women and Girls Network led Sexual Violence Gateway partnership.
- The growing evidence base of need for LGBT+ victims and survivors is highlighted in not just Galop produced reports but reports such as the Government and Equality Offices National LGBT+ Action Plan and the HMICFRS hate crime inspection report.
- We have used new technologies, including the use of online reporting tools. This has led to an increase in online referrals, including self-referrals, and referrals from other agencies.
- We have used new technologies (i.e. social media) to amplify and disseminate more widely messaging, including participating in targeted campaigns, such as 16 days of action.
- Through our campaigning work there has been an increase in awareness within the LGBT+ communities of how to report and get help.
- Galop was commissioned to run the National LGBT+ DVA Helpline from 2016 onwards and this has increased both the number of contacts and referrals into our DV advocacy services and referrals into Galop other services, in particular where LGBT+ victims report overlapping experiences of violence and abuse has been a factor.
- Closure of other services.

These factors continue to influence and we expect demand to rise in the coming period.

Alongside our direct work with LGBT+ victims and survivors we have continued to develop our offer in the area of evidence and insight, highlighting the experiences and needs of LGBT+ victims. We were proud in the 18/19 year, through the support of the Lloyds Foundation to launch the '**LGBT+ people's experiences of domestic abuse**' report. Key findings highlight:

- LGBT+ victims / survivors share similar types of domestic abuse as their heterosexual/cisgender peers, but their experiences often differ because their sexuality and gender identity.
- LGBT+ victims / survivors disclosing domestic abuse often report multiple vulnerabilities as a result of their sexual orientation, gender identity, and intersecting issues such as physical/mental ill health or substance abuse.
- The majority of LGBT+ victims/survivors disclosed domestic abuse from intimate 'same-sex' partners, though a significant proportion reported abuse from family members, particularly younger victims / survivors, those from black and minority ethnic communities and trans men.
- Nearly two-thirds of victims/survivors identified as a gay, bisexual and / or trans male and the majority were abused by a male perpetrator.
- Over four-fifths of lesbian women disclosed abuse from a female perpetrator.

It is a landmark report with the findings providing a unique insight into the nature of abuse as experienced by LGBT+ survivors accessing Galop's domestic abuse advocacy service. <http://www.galop.org.uk/LGBT+-peoples-experiences-of-domestic-abuse/>.

We increased our online presence and through social media we disseminated knowledge, understanding and raised awareness on the issues affecting our communities. The evidence of our success includes: **161,982** hits to our website; **351,565** reaches on Facebook and **1,356,275** impressions on twitter.

In a ground-breaking campaign we worked with our CATCH partners across race, faith and disability communities to run a campaign challenging the divisions driving the rise in hate crime, named **#AUnitedKingdom**. We produced a video challenging anti-LGBT+ hate. It received over a million impressions on Twitter and over a million on Facebook.

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**DIRECTORS' AND TRUSTEES' REPORT (Cont'd)**  
**FOR THE YEAR ENDED 31ST MARCH 2019**

In our strategic work we continue to work hard to ensure the needs of LGBT+ victims and survivors are heard. Work undertaken includes:

- Galop co-chairs the Metropolitan Police Service (MPS) Rape Reference Group (RRG) and the LGBT+ sub-group to the RRG.
- Galop also continues to be a member of the Independent Advisory Group (IAG) and Diamond Hate Crime Group to the MPS.
- We sit on MOPACs Victim Reference Group and London Hate Crime Board.
- Galop sits on the CPS Hate Crime and VAWG scrutiny panels and provide expertise to improve learning and understanding of LGBT+ victims and survivors needs.
- We continue to be invited onto specialist CPS roundtables used to develop areas of work (for example, recent roundtables on chemsex and another on male survivors).
- We also developed training on anti-LGBT+ hate crime with the CPS, which has now been delivered to all prosecutors across England & Wales.
- Galop sat on the CPS's national male survivors working group
- We are a member of the National Working Group on Child Abuse linked to Faith and Belief
- Galop worked to advise the Ministry of Justice on their Hate Crime Victims Strategy.
- Galop sits on the Cross-Governmental Hate Crime Independent Advisory Group and have played a key role in shaping the Hate Crime Action Plan
- We were engaged to facilitate a National LGBT+ focus group around LGBT+ Domestic Violence to feed into the draft Domestic Abuse bill consultation.
- We ran a consultation event to inform the Government Equalities Office on the needs of trans people in relation to reform of the Gender Recognition Act.
- We regularly work with international bodies to monitor and tackle hate crime including the Organisation for Security and Cooperation in Europe (OSCE) and the European Commission (EC). We are one of the three UK bodies monitoring the implementation of the EU social media companies' agreement to tackle online hate. We also represent the UK on the European High Level Group on Racism and Intolerance.
- Galop became one of 16 agencies nationally who is a designated body and the only agency that specialises in supporting LGBT+ victims and survivors
- Galop has set up specialist CATCH referral procedures with the MPS, Victim support and local agencies across London.
- Galop is sitting on the Expert Reference Group in the Stephen Port case, we fed into their strategic review recently and an IOPC investigator came and presented at one of the teams shared learning sessions recently
- Galop was part of pan-London MOPAC and NHSE networks to develop the strategic direction of services in London. Galop's role is to ensure the voice of LGBT+ victims/survivors, and their needs, are part of this strategic development.
- Our campaign for fair and effective hate crime laws came to fruition with the government announcement of a full review into hate crime laws.

**Insights into our client work:**

Whilst we are proud of the above achievements what speaks more powerfully are the following insights into the client work:

*H is a gay man. One day his downstairs neighbours broke into his flat at 3am in the morning and beat him with a stick while shouting homophobic abuse. Galop helped H communicate with the police who were slow to progress the case. The caseworker helped H secure alternative housing as he felt unsafe to return to his home, and gave him safety planning advice. The case was prosecuted and Galop attended court with H three times (two times the case was not heard). On the third court date the Galop caseworker sat next to H as he gave his testimony and was cross examined in court. The rest of the court day was spent giving emotional support to H and reporting back to him from the public gallery as H felt unable to watch the trial himself but wanted to know what was being said. H's attackers were found guilty on all charges. Galop continued to support H liaising with his housing providers to get his attackers evicted.*

*S is a trans woman, was experiencing homelessness and staying in shared temporary accommodation. While there she was assaulted and verbally abused by another resident in the reception area. S reported this to the police. Galop helped S communicate with the police. Galop also helped S to speak up about negative experiences she had with a police officer. Galop helped S come up with an action plan for what she wanted to achieve. This included safe housing, going to court, and becoming connected with trans communities.*

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*While the case was progressing with the police, Galop help S to secure specialist housing help and trans healthcare. Galop attended court with S. Sadly the attacker was found not guilty, but S felt that the whole process would deter him from offending again and was happy with her experience. Galop helped S claim back her expenses from missing work and traveling to court. As the last part of her plan S wanted to start volunteering with either trans groups or groups supporting victims of crime. Galop helped her identify volunteering opportunities. S is now in safe and permanent housing.*

*We supported a couple who were harassed by a neighbour who would shout homophobic abuse at them through their front door. It escalated to the point where several relatives of the neighbour forced their way into our clients' home, stabbing one and heaving him with brain damage as a result of the attack. We supported them practically and emotionally, also accompanying them through the investigation. It is still ongoing, but with our help gaps in the response to what happened have been remedied enabling arrests, protective measures and appropriate recording of the incident.*

Here is what our clients tell us in their own words:

*"You are amazing, thank you for your life changing support, I really don't know what could have happened to me if I wasn't told about Galop."*

*"My caseworker has been very knowledgeable and empathic. We have made plans to make me safer and I already feel much better after our first session."*

*'It has been very helpful and useful to talk about the domestic abuse issues which have caused me stress and grief for many years; it's good to know I can call your national helpline and your staff are good listeners offering good advice.'*

*"Thanks so much for all the support and guidance you have given me. You really helped me during a very hard time of my life and I will never forget that."*

*"You have been amazing throughout this ordeal and I really do appreciate the time and effort you have put in to ensuring this goes smoothly for me."*

**Public Benefit statement**

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2). The achievements and activities above demonstrate the public benefit arising through the Charity's activities.

**FINANCIAL REVIEW**

The Statement of Financial Activities showed net surplus of £80,434 (2018 – surplus £56,192) for the year and reserves stand at £262,907 (2018 - £182,473).

The Charity was able to secure new Grant income during the year from the Home Office for the LGBT Domestic Violence Helpline and Hate Crime online pilot as well as extending Grants from existing sources. This enabled the Charity to engage new staff to carry out the various projects. At the 31 March 2019 there was an unrestricted surplus for the year of £35,950 and a restricted fund surplus of £44,484.

**Principal Funding Sources**

Lesbian, Gay and Bisexual Anti-Violence and Policing Group main sources of funding were:

- London Councils
- Mayor's Office for Policing and Crime (MOPAC)
- Home Office

**DIRECTORS' AND TRUSTEES' REPORT (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**Investment powers and policy**

The Trust Deed authorises the Trustees to make and hold investments using the general funds of the charity. The Trustees have the power to invest in any way that they see fit. Aside from retaining a small amount in reserves each year, the charity's funds are to be spent in the short term so there are no funds for long term investment.

**Reserves policy**

Galop reviews its reserves policy on an annual basis.

Galops' current unrestricted reserve is made up of the following elements:

- 2 months turnover;
- the cost of winding down (including redundancy payments);
- 6 months lease and a contingency sum for unforeseen circumstances.

As at the 31st March 2019, the unrestricted free reserves not represented by tangible fixed assets was £144,030. The restricted fund balances at the year end were £101,855.

Galop does not hold any funds that can only be realised by disposing of tangible fixed assets or programme related investments. Therefore the amount of reserves that Galop holds at the end of the reporting period after making allowance for any restricted and designated funds remains £144,030.

There are no designations, commitments (not provided for as a liability in the accounts) or the carrying amount of functional assets which the charity considers to represent a commitment of the reserves they hold;

As the amount of reserves now stands at £262,907 including restricted funds and our reserves target is £100,000 unrestricted funds and we are on target for our reserves. That being said the charity continues to experience service and income level growth and consequently Galop recognises the need to increase its unrestricted reserves as the organisation grows. Despite a challenging financial climate in the voluntary sector Galop has managed a small surplus in the last three financial years and we will continue to exercise prudent financial management.

**Charitable and political donations**

During the year the company made no political or charitable donations.

**FUTURE PLANS AND DEVELOPMENTS**

Galop will continue in its mission of working towards a world that is just, safe and fair for LGBT+ people. In response to demand for our services the organisation has trebled in size in the last 4 years. Whilst the intention is to have a period of consolidation for the next 12 months service development will remain responsive to the needs of the LGBT+ community.

Our evidence and insights work is highlighting the main gaps in service provision for LGBT+ victims of crime and we will be basing our service development around the following:

- There is a lack of sufficient specialist LGBT+ advocacy service provision to meet the needs of LGBT+ victims/survivors.
- There is under reporting of Domestic Violence and Abuse (DVA) to the police and insufficient flagging of LGBT+ DVA by the MPS.
- Research by Safe Lives (2018) has found that too few high risk LGBT+ victims are being referred to MARAC.
- We see a high demand for Domestic Violence and Sexual Violence work with young LGBT+ people, with currently, only a few days' capacity within the LGBT+ Jigsaw Project.
- LGBT+ people's access to Safe Spaces, including housing or LGBT+ venues has also diminished and this impacts on victims' choices, in terms of safe spaces. For instance, many venues have disappeared <http://www.ucl.ac.uk/urbanlab/research/LGBT+qi-space>.

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- There are few specialist therapeutic services for LGBT+ victims such as counselling to enable victims to cope and recover from the psychological impact of violence and abuse over a longer term.
- There is a low level of engagement by LGBT+ survivors in mainstream sexual violence organisations. A 2014 study by Safer Lives found that only 0.3% of service users across England identified as lesbian, gay or bi and 0% identified as trans).
- Despite LGBT+ people making up an estimated 5.1 - 8% of the general population, there are very few services available to LGBT+ survivors of sexual violence. Up until very recently MOPAC funded a part time post to cover all LGBT+ people across all London boroughs. Galop has been successful this year in attracting funding from MOPAC to develop the capacity and reach of the SV service and we look forward to developing this work.
- There is significant under-reporting of sexual violence by LGBT+ survivors, both to the police and support agencies. Our casework practice shows that LGBT+ people require a specific model of work that acknowledges and supports the effect and impact of identity and community on the experience of sexual violence.
- Our Young People's Service (the Jigsaw Partnership, under the London Youth Gateway) is running at capacity and increasingly we are supporting young LGBT+ people with very complex CSE and CSA issues, intersecting with homophobia, biphobia, transphobia and homelessness.

We will continue to work hard to ensure the needs of LGBT+ victims and survivors are accounted for in law, policy and practice. There are **key gaps in laws and criminal justice provision** covering LGBT+ people and areas we will be focusing on include:

- **Sentencing:** Homophobic, transphobic and disability hate crime offences carry a lower maximum sentence than race and faith crime in England & Wales. For instance, racially or religiously aggravated common assault can attract up to a 2-year sentence, while for LGBT+ or disability hate crime the maximum is 6 months. Meanwhile, in Scotland, a conviction for racial harassment carries a 7-year maximum sentence, while anti-LGBT+I, faith or disability harassment has a maximum of 5 years.
- **Recording:** Where someone is found guilty of a homophobic or transphobic hate crime, the hate element is not normally recorded on an individual's criminal record. This is because there are no specific hate crime offences that can be named on their Police National Computer record. That means future trials and probation services cannot see if someone is a serial hate crime offender and no work can take place to manage any risk they pose. Meanwhile, where specific race or faith offences exist they can be recorded in a way that makes their hate motive clear.
- **Victim rights:** People who experience crime have the right to various entitlements from justice agencies in relation to assessment, information, referral to services etc. These are set out within the England & Wales Victims' Code and Northern Ireland's Victim Charter. At Galop, we see many of our service users not receiving these entitlements, yet the only way to enforce these rights is through the internal complaints mechanism of the relevant organisation (such as the police or CPS) which can be a frustrating experience for individuals. We believe these entitlements for victims should be a legal right instead of a voluntary code. We therefore recommend they be backed by law; such as exists in Scotland's Victims' Rights Regulations 2015.
- **The Code of Practice for Victims of Crime** created a right for everyone who reports hate crime to be offered a referral to a specialist support service, where available in that area (such as Galop and other services), in addition to a general support service (such as Victim Support). At Galop, we are proud of having built good referral relationships with police officers who regularly discuss our services with those who report crime. However, from a general voluntary sector perspective, very few of the people who report hate crime are referred to specialist hate crime services, or even told about them. This means the majority of individuals are forced to seek out specialist advice and support unaided by statutory services, with many never hearing about services which could have benefited from them.

In our insights and evidence work we will continue to produce the practiced based evidence to challenge the exclusion and invisibility of LGBT+ victims and survivors within policy and services:

- In the coming year we look forward to releasing a landmark report that will address some of the gaps in the knowledge around the experiences of LGBT+ people and domestic abuse.
- We will also be publishing the first of its kind commissioning guidance to support commissioners, service providers and policy makers to reflect on how they can work together to better meet the needs of LGBT+ survivors within commissioning and procurement activity.



# **LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**

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## **DIRECTORS' AND TRUSTEES' REPORT (Cont/d)**

### **FOR THE YEAR ENDED 31ST MARCH 2019**

- We will be conducting research into the impacts of transphobia. In the first half of the 19/20 year two focus groups will be conducted with trans people and the results will be utilised to inform a community survey that will feed into a research piece.
- In autumn 2019 we will be releasing a piece of research based on polling examining UK attitudes to LGBT+ people.
- We will be the UK contributors to an international survey on anti-LGBT online hate crime/speech. It will examine community experiences in nine countries. An international report is expected to be launched in autumn 2019
- We have been awarded a grant from Esmée Fairbairn Foundation to undertake research and national development work about LGBT+ survivors. This will be the first national study into the experiences of LGBT+ survivors of sexual violence.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

Lesbian, Gay and Bisexual Anti-violence and Policing Group (the word 'Limited' being omitted by licence from the Department of Trade) is registered under the Companies Act 2006 as a company limited by guarantee and not having a capital divided by shares.

Lesbian, Gay and Bisexual Anti-Violence and Policing Group is a registered charity constituted as a Limited Company under its Memorandum and Articles of Association. The charity registration number is 1077384 and the company registration number is 02969307.

### **Recruitment and Appointment of Trustees**

As set out in the Articles of Association, the Chair of the Trustees is nominated by Lesbian, Gay and Bisexual Anti-Violence and Policing Group. The Directors of the organisation are also the charity Trustees for the purposes of charity law.

The Trustees have no beneficial interest in the company other than as members. The Trustees are also the Directors of the company. All of the Trustees are members of the company and guarantee to contribute £1 in event of winding up.

Under the requirements of the Memorandum and Articles of Association the members of the Management Committee may be appointed between Annual General Meetings but must stand for election at the following Annual General Meeting. Each year at the Annual General Meeting, the one third of the Directors who have been in office longest since their last election will retire from office but are eligible for re-election.

Lesbian, Gay and Bisexual Anti-Violence and Policing Group works with the lesbian, gay, bisexual and trans (LGBT) communities and seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body. The Management Committee is drawn entirely from the LGBT communities.

Lesbian, Gay and Bisexual Anti-Violence and Policing Group advertises for Management Committee members in community publications and on its website. When recruiting, Lesbian, Gay and Bisexual Anti-Violence and Policing Group considers the skills and experience of current members and seeks to find new members with the additional skills required.

### **Trustee Induction and Training**

The Trustees maintain a good working knowledge of charity and company law and best practice by attendance at charity and company courses run by outside providers, using an advisory service offered by our auditors and by subscription to Croner - a voluntary organisations' briefing. Trustees also make regular use of the Charity Commission website in order to keep up to date.

New Management Committee members receive Lesbian, Gay and Bisexual Anti-Violence and Policing Group literature and induction pack and meet with a member of staff to discuss Lesbian, Gay and Bisexual Anti-Violence and Policing Group work.

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**DIRECTORS' AND TRUSTEES' REPORT (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**Organisation**

Lesbian, Gay and Bisexual Anti-Violence and Policing Group has a Management Committee of 5 MC members, which meets every two months, with four additional strategy meetings. The members are from a variety of professional backgrounds relevant to the work of the charity.

The Company Secretary also attends Management Committee meetings but has no voting rights.

A scheme of delegation is in place and day to day responsibility for the provision of the services rests with the Chief Executive. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met.

**Related Parties**

The charity has relationships with related parties and other charities and organisations with which it co-operates in pursuit of its charitable objectives.

**Risk Management**

The Management Committee has conducted a review of the major risks to which the charity is exposed. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to Lesbian, Gay and Bisexual Anti-Violence and Policing Group.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Company Number:** 02969307

**Charity Number:** 1077384

**Directors:**

Dorothea Gartland – Chair  
David Sampson  
Lisa Doyle  
Michael Nastari  
Catherine Kenny

**Secretary:** Nicola Noone

**Senior Management Team:** Nicola Noone - CEO  
Peter Kelley - Deputy CEO and Head of Domestic Violence Services  
Catherine Bewley - Head of Sexual Violence Support Services  
Nick Antjoule - Head of Hate Crime Services

**Principal Address:** Resource for London, 356 Holloway Road, London N7 6PA

**Auditors:** Ramon Lee Audit LLP, 93 Tabernacle Street, London EC2A 4BA

**Bankers:** The Co-Operative Bank PLC, P.O. Box 250, Delf House, Southway, Skelmersdale WN8 6WT

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**DIRECTORS' AND TRUSTEES' REPORT (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS**

The Trustees (who are also directors of Lesbian, Gay and Bisexual Anti-Violence and Policing Group for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**STATEMENT OF DISCLOSURE TO AUDITOR**

In accordance with company law, the company's Directors certify that:

- so far as they are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the Directors of the company they have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

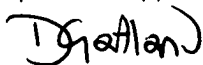
**AUDITORS**

A resolution was proposed and agreed at the Annual General Meeting that Ramon Lee Audit LLP be re-appointed as auditors of the Charity for the ensuing year.

The report of the directors has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

**APPROVAL**

This report was approved by the Board of Directors and Trustees 8<sup>th</sup> October 2019 and signed on its behalf:



**Dorothea Gartland**  
Chair

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF**  
**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
**(A company limited by guarantee)**

**Opinion**

We have audited the financial statements of Lesbian, Gay and Bisexual Anti-Violence and Policing Group for the year ended 31<sup>st</sup> March 2019, which comprise the statement of financial activities, balance sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31<sup>st</sup> March 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The directors' report has been prepared in accordance with applicable legal requirements.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF (Cont/d)**  
**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
**(A company limited by guarantee)**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made;
- we have not received all the information and explanations we require for our audit;
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Directors' and Trustees' Report.

**Responsibilities of directors**

As explained more fully in the directors' responsibilities statements set out on page 10, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

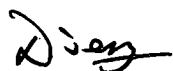
In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



**DAVID TERRY (Senior Statutory Auditor)**  
**for and on behalf of RAMON LEE AUDIT LLP**  
**CHARTERED ACCOUNTANTS**  
**STATUTORY AUDITOR**

**93 TABERNACLE STREET**  
**LONDON EC2A 4BA**

**8<sup>th</sup> OCTOBER 2019**

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31ST MARCH 2019**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
<b>Income</b>					
Grants, donations and legacies	2	9,030	-	9,030	19,324
Income from Charitable activities	3	117,610	1,145,884	1,263,494	799,605
Investment income	4	-	-	-	-
<b>Total income</b>		<u>126,640</u>	<u>1,145,884</u>	<u>1,272,524</u>	<u>818,929</u>
<b>Expenditure</b>					
Cost of raising funds	5	18,736	-	18,736	9,347
Expenditure on charitable activities	5	71,954	1,101,400	1,173,354	753,390
<b>Total expenditure</b>		<u>90,690</u>	<u>1,101,400</u>	<u>1,192,090</u>	<u>762,737</u>
<b>Net income/(expenditure)</b>		35,950	44,484	80,434	56,192
<i>Reconciliation of funds</i>					
Total funds brought forward		125,102	57,371	182,473	126,281
<b>Total funds carried forward</b>		<u>161,052</u>	<u>101,855</u>	<u>262,907</u>	<u>182,473</u>

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

## CONTINUING OPERATIONS

None of the company's activities were acquired or discontinued during the above financial periods.

## TOTAL RECOGNISED GAINS AND LOSSES

The company has no recognised gains or losses other than the above movement in funds for the above financial periods.

The notes on pages 16 to 26 form part of these accounts.

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**BALANCE SHEET AS AT 31ST MARCH 2019**

	Notes	2019	2018
		£	£
<b>Fixed assets</b>			
Tangible assets	10	19,287	12,185
<b>Current assets</b>			
Debtors	11	179,445	189,581
Cash at bank and in hand		439,464	160,970
		<u>618,909</u>	<u>350,551</u>
<b>Liabilities</b>			
Creditors falling due within one year	12	375,289	180,263
		<u></u>	<u></u>
<b>Net current assets</b>		243,620	170,288
<b>Net assets</b>		<u>262,907</u>	<u>182,473</u>
<b>Total funds of the charity:</b>			
Unrestricted funds	13	161,052	125,102
Restricted funds	13	101,855	57,371
<b>Total charity funds</b>		<u>262,907</u>	<u>182,473</u>

The Trustees have prepared accounts in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

These accounts were approved by the Board of Directors and Trustees on 8<sup>th</sup> October 2019 and were signed on its behalf by:

.....  ..... Dorothea Gartland (Chair)

**Company Registration No. 02969307**

The notes on pages 16 to 26 form part of these accounts.

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2019**

	Notes	2019 £	2018 £
<b>Cash used in operating activities</b>	<b>19</b>	<u>287,690</u>	<u>58,016</u>
<b>Cash flows from investing activities</b>			
Interest income		-	-
Purchase of tangible fixed assets		(9,196)	(1,781)
<b>Cash provided by / (used in) investing activities</b>		<u>(9,196)</u>	<u>(1,781)</u>
 Increase / (decrease) in cash & cash equivalents in the year		 <u>278,494</u>	 <u>56,235</u>
 Cash & cash equivalents at the beginning of the year		 160,970	 104,735
<b>Total cash &amp; cash equivalents at the end of the year</b>		<u><u>439,464</u></u>	<u><u>160,970</u></u>



**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**1. ACCOUNTING POLICIES**

**1.1 Basis of preparation of accounts**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2018) – (Charity SORP (FRS 102)), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Charity meets the definition of a public benefit entity under FRS 102.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

**1.2 Preparation of accounts on a going concern basis**

The Charity's Financial Statements show net income of £80,434 for the year and total reserves of £262,907. The trustees are of the view that these results have secured the immediate future of the Charity for the next 12 to 18 months and on this basis the Charity is a going concern.

**1.3 Incoming**

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and amount can be measured reliably.

- (a) Income received by way of grants, donations and legacies are included in full in the Statement of Financial Activities when received, unless they relate to a specified future period, in which case they are deferred.
- (b) Legacies entitlement is taken as the earlier of the date on which either: the charity is aware that the probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that the distribution is made, or when a distribution is received from the estate. No legacies were received during the year.
- (c) Income from charitable activities received by way of revenue grants and donations are credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.
- (d) Grants and donations of general nature which are not conditional on delivering certain levels of service are included as part of Grants, Donations and Legacies as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
- (e) Capital grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when they are received or receivable. Deprecation on the related fixed assets is charged against the restricted fund.
- (f) Investment income is included when receivable.
- (g) Income from charitable activities include income recognised as earned (as the related goods and services are provided) under contract.

**1.4 Volunteers and donated services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refers to the trustees' annual report for more information about their contribution.

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt. No such donations were received during the year.

**1.5 Interest receivable and investment income**

Interest receivable is credited to the Statement of Financial Activities when it is receivable.

**1.6 Expenditure recognition and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

*Expenditure is classified under the following activity headings:*

- (a) Cost of raising funds comprises costs of seeking donations, legacies and grants and their associated support costs.
- (b) Expenditure on charitable activities includes the costs directly associated to carrying out activities which give advice and support to people who have experienced biphobia, homophobia, transphobia, sexual violence or domestic abuse, to further the purposes of the Charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**1.7 Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and administration personnel, payroll and governance costs which support the Charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 5.

**1.8 Funds structure**

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Management Board.

*The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.*

**1.9 Investments**

Fixed asset investments are stated at cost less provision for diminution in value.

**1.10 Tangible fixed assets and depreciation**

Tangible fixed assets (excluding investments) are stated at cost less depreciation. The cost of minor additions or those costing less than £250 are not capitalised. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures, fittings and equipment      -      15% reducing balance basis

**1.11 Debtors**

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

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**1.12 Cash at bank and in hand**

Cash at bank and in hand includes cash and short term cash deposits.

**1.13 Creditors and provisions**

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

**1.14 Financial instruments**

The Trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**1.15 Taxation**

Lesbian, Gay and Bisexual Anti-Violence and Policing Group is a registered charity and therefore, is not liable to Income Tax or Corporation Tax on the income derived from its charitable activities as it falls within the various exemptions available to registered charities.

**1.16 Judgement and key sources of estimation uncertainty**

In the application of the company's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**2. GRANTS, DONATIONS AND LEGACIES**

	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
Donations	9,030	-	9,030	19,324
	<u>9,030</u>	<u>-</u>	<u>9,030</u>	<u>19,324</u>

The donations and legacies in 2018, totalling £19,324, were all attributed to unrestricted funds.

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**3. INCOME FROM CHARITABLE ACTIVITIES**

Grants receivable and other charitable income is shown at the agreed level of funding for the year 2018/2019 as under:

	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
Advance	6,866	-	6,866	6,866
Advance Advocacy	25,000	-	25,000	4,000
Cavaria	-	35,364	35,364	-
City Bridge Trust	-	-	-	37,500
Esmee Fairbairn	-	-	-	25,000
The Henry Smith Charity	-	27,600	27,600	26,800
Home Office - Helpline	-	132,000	132,000	120,000
Home Office - Hate Crime Community Pilot	-	-	-	7,143
Home Office - National	-	215,476	215,476	-
ILGA Portugal	-	-	-	18,000
Lloyds TSB Foundation	-	25,000	25,000	25,000
Lloyds TSB Foundation - DV	-	50,668	50,668	40,809
London Councils - domestic abuse	-	146,318	146,318	146,318
Mayor's Office for Policing And Crime - hate crime	-	54,443	54,443	30,000
Mayor's Office for Policing And Crime - sexual abuse	-	29,964	29,964	54,407
Mayor's Office for Policing And Crime (CATCH)	-	167,583	167,583	175,000
Mayor's Office for Policing And Crime - LCPF	-	153,634	153,634	-
New Horizon	-	20,592	20,592	20,592
Stonewell Housing	1,375	-	1,375	6,875
Suzy Lamplugh Trust	-	6,512	6,512	-
Trust for London	-	30,000	30,000	30,000
UNIBS-Ateneo	-	50,730	50,730	20,000
Women and Girls Network	65,842	-	65,842	1,850
Fees	18,527	-	18,527	3,445
	<u>117,610</u>	<u>1,145,884</u>	<u>1,263,494</u>	<u>799,605</u>

The grants and other charitable income in 2018 totalling £799,605, was attributed £17,186 unrestricted funds and £782,419 restricted funds.

**4. INVESTMENT INCOME**

	Unrestricted Funds £	2019 £	2018 £
Interest on cash deposits	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**5. ANALYSIS OF EXPENDITURE**

	<b>Raising funds</b>	<b>Client services</b>	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	13,470	414,756	428,226	456,888
Other direct project costs	-	9,637	9,637	15,281
Travel and motor expenses	-	12,433	12,433	7,080
Publicity and promotional costs	-	107,212	107,212	30,329
Staff training & Subscriptions	-	18,134	18,134	8,566
Partnership project costs (Note 7)	-	377,093	377,093	164,025
General support costs (Note 6)	5,142	228,573	233,715	76,368
Governance costs (Note 6)	124	5,516	5,640	4,200
	<u>18,736</u>	<u>1,173,354</u>	<u>1,192,090</u>	<u>762,737</u>

Of the £1,192,090 expenditure in 2019 (2018 - £762,737), £90,690 was charged to unrestricted funds (2018 - £12,263) and £1,101,400 to restricted funds (2018 - £750,474).

**6. ANALYSIS OF SUPPORT AND GOVERNANCE COSTS**

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between charity's two key activities undertaken (see note 5) in the year. All the general support and governance costs have been apportioned to the various charitable activities on the basis of staff time allocated to each activity.

	<b>General Support</b>	<b>Governance</b>	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Premises	63,798	-	63,798	38,224
Insurance	1,917	-	1,917	330
Directors, finance & office staff	131,341	-	131,341	5,487
Communications costs	5,612	-	5,612	7,327
Computer support & I.T. maintenance	18,870	-	18,870	17,198
Other costs	9,753	-	9,753	5,651
Depreciation	2,094	-	2,094	1,863
Bank charges	330	-	330	288
Audit fee	-	5,640	5,640	4,200
	<u>233,715</u>	<u>5,640</u>	<u>239,355</u>	<u>80,568</u>

**7. PARTNERSHIP PROJECT COSTS**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
<b>Institution</b>		
Birmingham LGBT Centre	5,000	-
Choice in Hackney	14,181	14,281
CST	17,332	17,332
Faith Matters	21,906	21,906
Intercom Trust	5,000	-
LGBT Foundation	5,000	-
London Friends	34,005	34,005
London Lesbian & Gay Switch Board	3,965	3,965
Monitoring Group	32,580	35,949
Mind	-	6,233
Rise	5,000	-
Stay Safe	4,640	-
Stonewall Housing	152,480	30,354
Survivors UK	71,004	-
Victim Support	5,000	-
	<u>377,093</u>	<u>164,025</u>

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**8. NET INCOME / (EXPENDITURE) FOR THE YEAR**

Net incoming resources are shown after charging:	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Depreciation of tangible fixed assets	2,094	1,863
Operating leases – rent	46,388	23,543
Ex-gratia payment	-	7,768
Auditors' remuneration – Audit Fees	<u>5,640</u>	<u>4,200</u>

**9. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES, AND COST OF KEY MANAGEMENT PERSONNEL**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Salaries	495,813	416,301
Ex-gratia payment	-	7,768
National Insurance	43,290	34,639
Pension	14,346	10,979
	<u>553,449</u>	<u>469,687</u>

No employee received emoluments of more than £60,000. As a charity, no director or trustee received any remuneration in the year and none were reimbursed any expenses (2018 – nil).

The charity workers and its trustees are covered by Professional Indemnity Insurance with premium paid of £298 (2018 – £280). The insurance cover is required by Advice UK, a professional association to which the charity is a member. The trustees are covered by this policy at no additional cost to the charity.

During the year, an ex-gratia payment of £nil (2018 - £7,768) was made in termination of a contract.

The key management personnel of the charity comprise the Chief Executive Officer. The total benefits of the key management personnel of the charity were £48,541 (2018 - £46,733).

The average monthly number of staff employed by the charity during the year was as follows:

	<b>2019</b>	<b>2018</b>
Charitable activities	11	14
Management, fundraising and support	3	1

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**10. TANGIBLE FIXED ASSETS**

	2019 £	2018 £
<b>NET BOOK VALUES</b>		
Fixtures, fittings and equipment	19,287	12,185
	<u>19,287</u>	<u>12,185</u>

**MOVEMENTS IN YEAR**

Cost or valuation	Opening Balances £	Additions £	Disposals £	Closing Balances £
Fixtures, fittings and equipment	32,500	9,196	-	41,696
	<u>32,500</u>	<u>9,196</u>	<u>-</u>	<u>41,696</u>
<b>Depreciation</b>	Opening Balances £	Charge For Year £	Disposals £	Closing Balances £
Fixtures, fittings and equipment	20,315	2,094	-	22,409
	<u>20,315</u>	<u>2,094</u>	<u>-</u>	<u>22,409</u>

**11. DEBTORS**

	2019 £	2018 £
Trade debtors	147,395	97,376
Prepayments and accrued income	32,050	92,205
	<u>179,445</u>	<u>189,581</u>

**12. CREDITORS: amounts falling due within one year**

	2019 £	2018 £
Trade creditors	274,770	62,601
Taxation and social security	15,440	10,215
Deferred income (Note 16)	23,659	76,396
Other creditors	61,420	31,051
	<u>375,289</u>	<u>180,263</u>

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**13. MOVEMENT IN FUNDS**

	Balance at 01.04.18 £	Income £	Expenditure £	Balance at 31.03.19 £
<b>Restricted funds:</b>				
Cavaria	-	35,364	9,460	25,904
City Bridge Trust	6,601	-	-	6,601
Esmee Fairbairn	2,435	-	-	2,435
The Henry Smith Charity	11,630	27,600	22,867	16,363
Home Office - Helpline	-	132,000	132,000	-
Home Office - National	-	215,476	215,476	-
Lloyds TSB Foundation	4,006	25,000	20,778	8,228
Lloyds TSB Foundation - DV	-	50,668	42,492	8,176
London Councils - domestic abuse	-	146,318	146,318	-
Mayor's Office for Policing And Crime - CATCH	7,686	167,583	175,269	-
Mayor's Office for Policing And Crime - LCPF	-	153,634	150,574	3,060
Mayor's Office for Policing And Crime - hate crime	-	54,443	54,443	-
Mayor's Office for Policing And Crime - sexual abuse	-	29,964	29,964	-
New Horizon	-	20,592	20,592	-
Suzy Lamplugh Trust	-	6,512	6,512	-
Trust for London	13,374	30,000	24,866	18,508
UNIBS-Ateneo	8,974	50,730	49,389	10,315
Zurich	2,665	-	400	2,265
	<u>57,371</u>	<u>1,145,884</u>	<u>1,101,400</u>	<u>101,855</u>
<b>Unrestricted funds</b>	<u>125,102</u>	<u>126,640</u>	<u>90,690</u>	<u>161,052</u>
<b>Total funds</b>	<u>182,473</u>	<u>1,272,524</u>	<u>1,192,090</u>	<u>262,907</u>

The funding for individual projects included in restricted funds is detailed below:

**Cavaria** – Galop is part of the Speak of Partnership of LGBT+ organisations across Europe. It aims to challenge hate crime and hate speech through research, good practice resources and restorative justice work.

**City Bridge Trust** – a three year funding for the salary of a full-time specialist Care Worker and towards general running costs of the specialist service to LGBT victims of hate crime.

**Esmee Fairbairn** – funding for the continuation of services which support LGBT victims of domestic abuse (following the closure of Broken Rainbow).

**The Henry Smith Charity** – three years' salary and on costs of the services manager at a project providing advice, support and advocacy to LGBT victims of crime in London.

**Home Office (Helpline)** – funding for the LGBT Domestic Violence Helpline which is the only national DV Helpline staffed and supporting lesbian, gay, bisexual and trans survivors, perpetrators, family and friends, and professionals around the experience of Domestic Violence.

**Home Office (National)** – A two year Home Office funded project providing increased capacity to support LGBT+ victims of Domestic violence and to facilitate a coordinated national approach to understand, raise awareness and tackle the issue.

**Lloyds TSB Foundation** – three year funding for the salary costs of the CEO.



**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**13. MOVEMENT IN FUNDS (CONTINUED)**

**Lloyds TSB Foundation DV** – This grant is to be used to work with Stonewall housing to develop research aimed at raising awareness of domestic abuse within the LGBT community and to help agencies respond more appropriately.

**London Councils (domestic abuse)** – funding for the London LGBT Domestic Abuse Partnership project to provide support to those who have experienced sexual and domestic violence.

**Mayor's Office for Policing and Crime (CATCH)** – This grant is for the delivery of a one year pilot Hate Crime Victims' Advocates scheme. The purpose of the pilot is to establish whether such a scheme will improve outcomes for hate crime victims including; reduced repeat victimisation, increased feelings of safety, improved accessibility of services and a reduction in the attrition rate of prosecutions where victims choose a criminal justice path.

**Mayor's Office for Policing and Crime (LCPF)** – 'Moving Forward', a three year project funded by MOPAC will deliver a step change for LGBT+ and male survivors of sexual violence in London. It is an exciting new partnership, led by Galop with SurvivorsUK and the Havens that will build capacity to enable a substantially increased amount of robust, high quality and expert service provision for LGBT+ and male survivors. The partnership will facilitate and embed a good practice framework for work with LGBT+ and male survivors across London.

**Mayor's Office for Policing and Crime (hate crime)** – grant is provided to support vulnerable victims of hate crime in the LGBT community.

**Mayor's Office for Policing and Crime (sexual abuse)** – grant is provided as a contribution towards the costs of providing services to victims of sexual violence and abuse.

**New Horizon** – (Jigsaw) is a multi-agency partnership led by London Youth Gateway that works with homeless vulnerable young people, Galop supports young LGBT people experiencing abuse. Galop's role in the LGBT Jigsaw partnership is to provide advice, advocacy and support to young LGBT people experiencing violence and abuse, including hate crime, domestic abuse and sexual violence.

**Suzy Lamplugh Trust** – 'Reducing Fear. Living Confidently.' is a project for the LGBT+ community, informed by the LGBT+ community, which aims to help participants be and feel safer. The funding enabled the development and distribution of guidance and learning materials around hate crime and personal safety for the LGBT+ community, including an advice leaflet in several languages and a short animated film.

**Trust for London** – Two year grant towards the salary of a Trans Advocacy and Development worker to undertake capacity building and policy work in relation to Trans issues.

**UNIBS-Ateneo** – (Come Forward): An international project to improve the response to anti-LGBT hate crime through research, training, good practice resources and collaboration.

**Zurich** – grant used to support the purchase of 7 new computers, a photocopier/scanner and installation costs.

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**14. SHARE CAPITAL**

The company is limited by guarantee and does not have a share capital divided by shares.

**15. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS**

Fund balances as at 31<sup>st</sup> March 2019 are represented by:

	Unrestricted Funds £	Restricted Funds £	Total £
Tangible fixed assets	17,022	2,265	19,287
Net current assets	144,030	99,590	243,620
	<u>161,052</u>	<u>101,855</u>	<u>262,907</u>

**16. DEFERRED INCOME**

	2019 £	2018 £
Balance as at 1st April	76,396	104,800
Amount released to income in the year	(76,396)	(104,800)
Amount deferred in the year	23,659	76,396
Balance as at 31st March	<u>23,659</u>	<u>76,396</u>

Deferred income relates to grant income received from Trust for London, Lloyds TSB Foundation DV and Havens, of £2,500, £8,316 and £12,843 respectively towards wage costs of 2019/2020.

**17. RELATED PARTY TRANSACTIONS**

For the whole of the year, the charity was under the control of the Directors and Trustees as shown on page 8.

There were no related party transactions for the period ended 31<sup>st</sup> March 2019.

**18. OPERATING LEASE COMMITMENTS**

The charity has operating lease commitments relating to its property rental shown below analysed according to the expiry date of the lease.

	2019 £	2018 £
Within one year:		
Property rental	44,528	23,630
	<u>44,528</u>	<u>23,630</u>
Two to five years:		
Property rental	148,426	122,647
	<u>148,426</u>	<u>122,647</u>
Total obligations under operating leases	<u>192,954</u>	<u>146,277</u>

**LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS (Cont/d)**

**FOR THE YEAR ENDED 31ST MARCH 2019**

**19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASHFLOW FROM OPERATING ACTIVITIES**

	2019 £	2018 £
Net movement in funds	80,434	56,192
Add back depreciation	2,094	1,863
Deduct interest income shown in investment activities	-	-
Loss/(profit) on sale of fixed assets	-	-
Decrease / (increase) in debtors	10,136	56,632
Increase / (decrease) in creditors	195,026	(56,671)
<b>Net cash used in operating activities</b>	<u><u>287,690</u></u>	<u><u>58,016</u></u>

**20. LOCAL GOVERNMENT AND HOUSING ACT 1989 – SECTION 37 REQUIREMENT**

The following grants from London Councils have been spent in accordance with the conditions of the grant.

**Section 37 Statement**

Grant aid of £146,318 was received in 2018/19 from London Councils for the Domestic Abuse Partnership.

The following table illustrate what the money was awarded for and that it has been used for those purposes.

<b>Type of cost</b>	<b>Grant</b>	<b>Grant spent</b>
Staff costs	£102,362.80	£100,633.89
Beneficiary costs	£8,014.84	£7,727.10
Other Costs	£35,940.36	£37,957.01
<b>Total costs</b>	<b>£146,318.00</b>	<b>£146,318.00</b>

The following table illustrates how the money has been distributed between the four project partners.

<b>Organisation</b>	<b>Amount</b>
Galop	£79,461.00
Stonewall Housing	£27,835.00
London Friend	£33,839.98
Switchboard	£5,182.02
<b>TOTAL</b>	<b>£146,318.00</b>