

**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 2020

Company No: 02969307
Charity No: 1077384

REPORT AND ACCOUNTS

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DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2020

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31st March 2020, 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 2019).

OUR PURPOSE AND ACTIVITIES

Galop is the UK's leading specialist LGBT+ anti-violence charity. Our mission is to make life safe, just, and fair for LGBT+ people in the UK. This year we marked 37 years of providing advice, support, and advocacy to LGBT+ victims and survivors of abuse and violence, alongside our work campaigning to end violence, abuse and discrimination against LGBT+ people.

Galop specialises in three key areas: domestic abuse, sexual violence, and hate crime. We also have specific projects to support trans victims of hate crime and young LGBT+ victims and survivors of abuse and violence.

Our services are vital to ensure that LGBT+ victims and survivors of abuse and violence are supported and enabled to move forward positively in their lives.

Our direct client services for LGBT+ victims and survivors include:

- Casework and advocacy services
- The National LGBT+ Domestic Abuse Helpline, formed of telephone, email and webchat support
- The 'Shoutline' – our helpline for victims of other forms of abuse and violence
- Provision of online resources for victims and survivors of abuse and violence, as well as resources for professionals supporting LGBT+ people in other services

Beyond our direct work with clients, Galop also engages strategically at national, regional and local levels on policy, working with Government, policy-makers, and the criminal justice system to improve outcomes for LGBT+ victims and survivors. We undertake key pieces of research in order to create and support an evidence base for the need for change. We engage in outreach with our community, to educate and inform around abuse and violence, and we campaign to end anti-LGBT+ abuse and violence. We support the community through capacity building work to increase the support available to the LGBT+ people nationwide. Galop sits on a number of national and local policy and advisory forums, including co-chairing the Metropolitan Police Service's Rape Reference Group and sitting on the Home Office's Independent Advisory Group on Hate Crime.

Galop is a by-and-for the LGBT+ community organisation, and retains the trust and confidence of the LGBT+ community by remaining an independent, community-centred organisation offering high quality services. Our expertise is respected by the police, the CPS, Government, Councils, other charities, other service providers, and many others.

OUR ACHIEVEMENTS AND PERFORMANCE: SUPPORTING LGBT+ VICTIMS AND SURVIVORS OF ABUSE

In the financial year 2019/20, 12,740 people directly benefitted from our services, with thousands more accessing our online information, resources, and research publications via our website.

The core of Galop's work will always be the direct support we provide to LGBT+ victims and survivors of abuse and violence. Between April 2019 and March 2020, Galop provided:

- Support to 1,126 LGBT+ victims and survivors via our casework and advocacy services. Of those:
 - 469 people were supported by our Hate Crime Service
 - 368 people were supported by our Domestic Abuse Service
 - 212 people were supported by our Sexual Violence Service
 - 77 young people (aged 13-25) were supported by our Young People's Service

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2020

- Support via our National LGBT+ Domestic Abuse Helpline to 5572 help-seekers, via telephone calls, emails, and our webchat service
- Support via our Shoutline service for 289 people
- An improved understanding of the needs of LGBT+ victims and survivors for 2,686 professionals, through workshops, training, presentations, and conferences
- Direct engagement with 3,067 LGBT+ people via campaigns, meetings, workshops, and information sharing, with thousands of information sheets distributed to benefit the community

Our website had 178,000 hits during the 19/20 financial year, while our main Facebook page had 185,719 views, our specialist domestic abuse Facebook page had 12,953 visitors, and our Twitter posts reached 4,301,200 impressions.

UNDERSTANDING THE NEED FOR OUR SERVICES

We are glad to have been able to grow that capacity to support more LGBT+ victims and survivors than ever. For example, we supported 56.5% more people in our domestic abuse advocacy services in 2019/20 than we were able to in 2018/19, due to a growth of the domestic abuse advocacy and casework team. We were able to grow capacity in each of our core service areas this year to similarly increase provision of much needed support for the clients we service. Our overall numbers in our casework services alone represents an increase of 48% versus the 759 people we supported in 2017/18.

However, while Galop has continued to grow over the 2019/20 financial year, demand for our services continues to be higher than our capacity. The benefits of good and effective partnership working have allowed more LGBT+ people who need us to find our services, either directly or by being referred via another agency. There is also evidence of a potential escalation in anti-LGBT+ abuse and violence.

The increase in demand for our service may be due to a wide range of factors, including but not limited to the following:

- In 2019/20, our Domestic Abuse Service's casework service grew to include a dedicated national casework service, which resulted in the growth of referral pathways to our services nationally. The work of the team in the National LGBT+ Domestic Abuse Helpline increased awareness of the service within the LGBT+ community around the UK and this has been reflected in the increase in call numbers
- Our Sexual Violence Service has grown its partnership working very successfully, and the launch of the first national research project into LGBT+ people's experience of sexual violence, run by Galop, may have drawn more people to our services. The effect of serious cases of sexual violence in the media (Matuvo and Dunbar; Sinaga) may have been behind some of the surge in demand, and we believe there has been an increase in the number of men who experience sexual violence in a chemsex context feeling able to come forward and seek help
- Increased demand for our Hate Crime Service may reflect the Home Office statistics on hate crime, released in October 2019, which showed that reported hate crime had grown by 25% year-on-year for anti-LGB hate crime, and increased by 37% for anti-trans hate crime. This was double the rate of growth of other forms of hate crime reported to the police in the same year. Increases in referrals may also have been driven in part by the success of the CATCH partnership of anti-hate crime charities, which Galop coordinates, which saw an increase in referrals during this period
- As the Young People's Service has continued to establish itself in its own right, there has been a sharp rise in the number of children (aged 13-17) and young people up to the age of 25 referring themselves into the service, or being referred by other agencies. This is in part due to the ongoing outreach and referral pathway work completed by the team, but may also reflect the level of abuse and violence directed towards LGBT+ youth.

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2020

OUR CLIENTS: IN THEIR OWN WORDS

Galop's services provide vital support for LGBT+ victims and survivors of abuse and violence, often at some of the most distressing times in their lives. Specialist by-and-for services provide a trusted space where victims and survivors know that they will be understood, accepted, and will not face deliberate or casual homophobia, biphobia or transphobia while seeking help.

These are just a few of the things our clients say about the value of our services:

"I feel much better for having spoken to you."

"I received prompt, considerate and respectful help. Everyone was very kind and used the correct pronouns. I felt much more supported when dealing with the police, I wouldn't have been brave enough to report the crime without Galop."

"It was very valuable to speak to a professional, someone impartial, with an honest and fact-based view of the situation"

"The service was fantastic. My wife and I were listened to, treated with respect and understood. The advisor was emphatic, knowledgeable and effective. First of all our experience was understood and validated. We were reassured and treated seriously. After months of being ignored by police and housing department which left us at the mercy of the abuser having someone who took us seriously meant a lot, gave us hope and allowed us to manage better. It was an absolute relief to know that there is somebody who gets it. Secondly, X was the first person who fully explained to us our rights and the law giving us chance to think clearly about options that we have. Finally, as a result of his advocacy the police got in touch with us, recorded the harassment that we were experiencing and took action."

"Nothing was too much trouble for X, very professional and clearly laid out boundaries and didn't lose touch. Provided me with some very useful sources of extra support, which I acted upon and helped me. I attended some workshops and reflected on my experiences. I took extra counselling, which over time has helped me. Galop also encouraged me to report these cases to the police to report statistically. I wouldn't have done this without Galop's encouragement, neither would I have pursued further police action. I'm happy I did upon reflection."

"Again thank you so much - it's a relief to know that there is some help available to me."

"The support I had was incredible - X had the confidence, understanding and knowledge around the justice system which was vital for helping me feel better, as I didn't know how it all worked. He was also a very reassuring and kind and calming presence. He also went out of his way to help me out in this case - and offered to go with me to the court etc. Yes, emotional calm, and a successful result (I didn't feel the hate crime element was being heard before Galop got involved). Plus what could have been really traumatic was significantly eased."

"You've been really lovely. You haven't judged me once."

OUR ACHIEVEMENTS AND PERFORMANCE: OUR RESEARCH, TRAINING, ENGAGEMENT AND POLICY WORK

Our direct client work is the immediate solution for those in need, but a key part of Galop's mission has always been the reduction, and ultimately the end, of abuse and violence faced by LGBT+ people. In order to achieve this, we do a wide range of research, training, engagement, and policy work around the country to help achieve better outcomes for our community.

Our outreach and engagement work reached 3,067 people in 2019/20, helping to ensure that as many members of the LGBT+ community as possible are able to find our services should they ever need us. In our indirect work, our DV resources alone were downloaded 3,000 times.

Through our training, presentations, and workshops to 2,686 professionals, we improved understanding of the needs of LGBT+ victims and survivors in a range of other services and institutions. This does not include our speaking engagements at high profile events, with hundreds more people in attendance hearing from us.

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
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We released a number of key reports in 2019/20:

- Our Recognise and Respond report, produced by our domestic abuse specialists, aimed to strengthen advocacy for LGBT+ victims and survivors of domestic abuse. Key findings highlight that:
 - More than one in four gay men and lesbian women and more than one in three bisexual people report experiencing at least one form of domestic abuse since the age of 16
 - Lesbian, gay, bisexual and transgender survivors disclose abuse of power and control closely linked to their sexual orientation and gender identity and face distinct systemic and personal barriers in access to services
 - LGBT+ specialist domestic abuse services are largely unavailable within many local authority areas in England and Wales
 - Out of approximately 900 full-time IDVAs working in England and Wales, at the time of writing only four were hosted within specialist LGBT+ services
 - There are limited emergency facilities for LGBT+ people and housing providers do not always recognise that they have a duty towards LGBT+ survivors
- Our Hate Crime Report (2019) examined anti-LGBT prejudice in the UK. Based on 1,617 people from across the UK, it revealed that:
 - 1 in 10 people polled thought that LGBT+ people are 'dangerous' to other people.
 - 1 in 10 people said that being LGBT+ could be 'cured'
 - 1 in 5 people said being LGBT+ is 'immoral or against their beliefs'. Concerningly this rose to 1 in 4 among 18-24 year olds, higher than other age groups.
- Our Online Hate Crime Report was also released in 2019. Drawn from a survey of 700 LGBT+ people in the UK, it showed that:
 - 8 in 10 LGBT+ people had experienced online abuse.
 - Among those targeted, 5 in 10 had experienced online hate more than 20 times. 1 in 5 had experienced more than 100 incidents.
 - 6 in 10 were threatened with physical violence, and 4 in 10 received death threats or threats of sexual violence.
 - As a result, 4 in 10 people used their online accounts less, while 2 in 10 removed LGBT+ information from their profiles or left social media sites altogether.
 - Less than half reported their experiences to social media platforms, and less than 1 in 10 reported to the police.

While our additional policy work is too broad to mention every achievement, some key ways Galop has worked in 2019/20 to make the UK more safe, just, and fair for LGBT+ people include:

- In May 2019, Galop organised and delivered a national conference on LGBT+ domestic abuse. The event was attended by 80 delegates from over 55 domestic abuse, LGBT+, VAWG services including representatives of CJS. The conference was addressed by Baroness Williams of Trafford
- During 2019/20, we formalised partnerships and maintained ongoing collaboration with specialist LGBT+ domestic abuse services based in Cardiff, Exeter, Birmingham, Brighton, London, Sheffield and Manchester
- We engaged with numerous key stakeholders nationally and regionally, including the Home Office, GEO, CJS, IPPC's across England & Wales and a range of DVA/VAWG organisations, e.g. via training and awareness campaigns.
- Galop representatives attended and contributed to the VAWG regional network coordinated by Women's Aid (10 meetings), supported the All-Party Parliamentary Group on Global LGBT+ Rights, and submitted oral evidence to Joint Committee on the Draft Domestic Abuse Bill
- Our policy team produced and disseminated LGBT+ priorities for the Domestic Violence and Abuse Bill briefing, co-produced an LGBT+ briefing (with Stonewall and SafeLives) and developed questions to put forward to MPs at the second reading of the Domestic Abuse Bill (postponed due to COVID-19)

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31ST MARCH 2020

- Our comms team designed and delivered a national social media campaign #OutAgainstAbuse raising awareness on LGBT+ domestic abuse. The campaign was launched on November 25, during the 16 Days of Action and ran until December 20, 2020 and resulted in overall 41,310 engagements across three social media channels.
- Our Hate Crime specialists ran a training scheme to equip community organisations across equality groups to understand and respond to hate crime participating in testing of social media companies' compliance with the Code of Conduct on Illegal Hate Speech, and created a guide for LGBT+ to hate crime and another for professionals.
- Our Sexual Violence experts spoke at the Third European Chemsex Forum in Paris
- Galop continues to be a member of the IAG & Diamond Hate Crime Group to the MPS, the MPS Rape Gold Group, and the London Chemsex Working Group. Nationally, Galop holds membership of the Ministry of Justice/Home Office male victims stakeholder group, and the National Working Group on Child Abuse based on Faith & Belief, and the London CPS VAWG LSIP (local services improvement partnership) scrutiny group.

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 £51,452 (2019 – surplus £80,434) for the year and reserves stand at £314,359 (2019 - £262,907).

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 2020 there was an unrestricted surplus for the year of £31,334 and a restricted fund surplus of £20,118.

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

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 2020, the unrestricted free reserves not represented by tangible fixed assets was £176,281. The restricted fund balances at the year end were £121,973.

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31ST MARCH 2020

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 £176,281.

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 £314,359 including restricted funds. 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

Prior to the development of the COVID-19 pandemic at the end of the 2019/20 financial year, Galop intended to have a year of consolidation following an extended period of growth. In response to demand for our services the organisation has trebled in size in the last 4 years and development will always be based on responding to the needs of those we serve.

Even with such uncertainty at the end of the year, Galop will always continue in its mission of working towards a world that is safe, just, and fair for LGBT+ people in the UK.

Direct service delivery to clients will always remain our top priority, both through the provision of advocacy and casework services and via our Helplines. It is our intention to continue our evidence and insights work highlighting the main gaps in service provision for LGBT+ victims of crime.

We will be base our service development around the following:

- First and foremost, ensuring that at all times we amplify and represent the voices of LGBT+ victims and survivors of abuse and violence.
- Responding to the needs of clients
- Prioritising that our existing services continue, and that the current capacity and quality of our services are maintained
- Ensuring that we are able to continue our strategic policy and research work
- Building our services for children and professionals who work with children, in recognition of the clear need for these specialist skills
- Working to share best practice with professionals
- Continuing to work 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 these must be addressed, utilising our position of established expertise in these areas
- Working to achieve fair and effective hate crime laws to remedy the currently weaker laws for anti-LGBT hate than other forms of hate crime.
- Working with government to ensure their forthcoming hate crime action plan takes proper account of the support needs of LGBT+ people
- Working to reverse the drop in the number of hate crime cases reaching court, despite the huge rise in recorded hate crime
- Ensuring LGBT+ survivor voices are in the national MoJ/Home Office work to improve rape prosecution and victim/survivor experiences in the criminal justice process at local and national levels
- Continuing to build links with LGBT+ BAMER people and organisations to meet their needs
- Continuing to build links with chemsex users who experience crime and professionals working with them
- Supporting pilot initiatives around safe accommodation & ensure the continuation of key DVA services, including DAP, LVWS and Angelou partnerships.

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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:

- Launch research examining the support needs of LGBT+ hate crime victims.
- Release research on the impacts of transphobic hate crime.
- Continue our research on LGBT+ experiences of sexual violence, which will provide key insights from LGBT+ survivors about access support and ease of reporting
- Undertake responsive research into the impact of the COVID-19 pandemic and the resulting lockdown on LGBT+ victims of DVA

Galop continues to be a needed voice and source of support for the LGBT+ community, and we intend to continue our work for as long as it is needed.

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 appropriate reflected through the diversity of the trustee body.

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 2020

Organisation

Lesbian, Gay and Bisexual Anti-Violence and Policing Group has a Management Committee of 11 MC members, which meets every two months. The members are from a variety of professional backgrounds relevant to the work of the charity.

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:

David Sampson	- Chair (App't as Chair 05/11/20)
Lisa Doyle	
Maari Nastari	
Catherine Kenny	
Jay Stewart	(App't 23/07/19)
Saba Ali	(App't 11/12/20)
Rowan Gray	(App't 11/12/20)
Anna Robinson	(App't 11/12/20)
Gemma Snowball	(App't 11/12/20)
Rebecca Stinson	(App't 11/12/20)
Eleanor Tanner	(App't 11/12/20)
Dorothea Gartland	(Res'n 11/12/20)

Secretary: Maari Nastari

Senior Management Team: Leni Morris – CEO (App't 17/06/20)
Nik Noone – CEO (Res'n 25/06/20)
Naomi DeNetto – Head of Finance (App't 07/12/20)
Peter Kelley - Deputy CEO and Head of Domestic Violence Services
Catherine Bewley - Head of Sexual Violence Support Services
Nick Antjoulle - 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 2020

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.

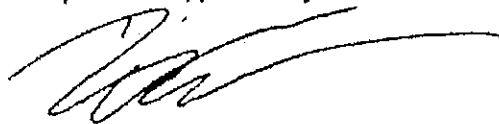
AUDITORS

In accordance with the company's articles, a resolution proposing that Ramon Lee Audit LLP be reappointed as auditors of the Charity will be put at the Annual General Meeting.

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 27th January 2021 and signed on its behalf:



David Sampson
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 31st March 2020, 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 31st March 2020 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. 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

27th JANUARY 2021

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

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Income					
Grants, donations and legacies	2	15,732	-	15,732	9,030
Income from Charitable activities	3	90,464	1,467,613	1,558,077	1,263,494
Investment income	4	31	-	31	-
Total Income		<u>106,227</u>	<u>1,467,613</u>	<u>1,573,840</u>	<u>1,272,524</u>
Expenditure					
Cost of raising funds	5	16,818	-	16,818	18,736
Expenditure on charitable activities	5	58,075	1,447,495	1,505,570	1,173,354
Total expenditure		<u>74,893</u>	<u>1,447,495</u>	<u>1,522,388</u>	<u>1,192,090</u>
Net Income/(expenditure)		31,334	20,118	51,452	80,434
<i>Reconciliation of funds</i>					
Total funds brought forward		161,052	101,855	262,907	182,473
Total funds carried forward		<u>192,386</u>	<u>121,973</u>	<u>314,359</u>	<u>262,907</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 27 form part of these accounts.

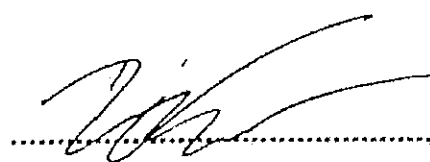
LESBIAN, GAY AND BISEXUAL ANTI-VIOLENCE AND POLICING GROUP
(A company limited by guarantee)

BALANCE SHEET AS AT 31ST MARCH 2020

	Notes	2020	2019
		£	£
Fixed assets			
Tangible assets	10	18,030	19,287
Current assets			
Debtors	11	297,017	179,445
Cash at bank and in hand		279,263	439,464
		<u>576,280</u>	<u>618,909</u>
Liabilities			
Creditors falling due within one year	12	<u>279,951</u>	<u>375,289</u>
Net current assets		296,329	243,620
Net assets		<u>314,359</u>	<u>262,907</u>
Total funds of the charity:			
Unrestricted funds	13	192,386	161,052
Restricted funds	13	121,973	101,855
Total charity funds		<u>314,359</u>	<u>262,907</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 27th January 2021 and were signed on its behalf by:

 David Sampson (Chair)

Company Registration No. 02969307

The notes on pages 16 to 27 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 31ST MARCH 2020

	Notes	2020 £	2019 £
Cash used in operating activities	19	<u>(158,435)</u>	<u>287,690</u>
Cash flows from Investing activities			
Interest income		31	-
Purchase of tangible fixed assets		(1,797)	(9,196)
Cash provided by / (used in) investing activities		<u>(1,766)</u>	<u>(9,196)</u>
 Increase / (decrease) in cash & cash equivalents in the year		<u>(160,201)</u>	<u>278,494</u>
 Cash & cash equivalents at the beginning of the year		439,464	160,970
Total cash & cash equivalents at the end of the year		<u><u>279,263</u></u>	<u><u>439,464</u></u>

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2020

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 2019) – (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 £51,452 for the year and total reserves of £314,359. 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.

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2020

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.

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2020

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 2020 £	Total 2019 £
Donations	15,732	-	15,732	9,030
	<u>15,732</u>	<u>-</u>	<u>15,732</u>	<u>9,030</u>

The donations and legacies in 2019, totalling £9,030, 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 2020

3. INCOME FROM CHARITABLE ACTIVITIES

Grants receivable and other charitable income is shown at the agreed level of funding for the year 2019/2020 as under:

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Advance	6,866	-	6,866	6,866
Advance Advocacy	25,000	-	25,000	25,000
Cavaria	-	-	-	35,364
Esmee Fairbairn	-	63,868	63,868	-
The Henry Smith Charity	-	-	-	27,600
Home Office - Helpline	-	120,000	120,000	132,000
Home Office - National	-	236,687	236,687	215,476
King's College Hospital	-	12,843	12,843	-
Lloyds TSB Foundation	-	12,500	12,500	25,000
Lloyds TSB Foundation - DV	-	8,316	8,316	50,668
London Councils - domestic abuse	-	146,318	146,318	146,318
Mayor's Office for Policing And Crime - hate crime	-	54,407	54,407	54,443
Mayor's Office for Policing And Crime - sexual abuse	-	30,000	30,000	29,964
Mayor's Office for Policing and Crime - IVWS DV	-	41,812	41,812	-
Mayor's Office for Policing and Crime - IVWS HC	-	28,437	28,437	-
Mayor's Office for Policing And Crime - CATCH	-	272,285	272,285	167,583
Mayor's Office for Policing And Crime - LCPF	-	309,066	309,066	153,634
Mayor's Office for Policing And Crime - TAH	-	47,422	47,422	-
New Horizon	-	20,592	20,592	20,592
Stonewell Housing	-	-	-	1,375
Suzy Lamplugh Trust	-	-	-	6,512
Trust for London	-	17,500	17,500	30,000
UNIBS-Ateneo - Come forward EU	-	21,929	21,929	50,730
UNIBS-Ateneo - Call it Hate	-	9,245	9,245	-
Women and Girls Network	49,468	-	49,468	65,842
Women and Girls Network - Pan London	-	14,386	14,386	-
Fees	9,130	-	9,130	18,527
	<u>90,464</u>	<u>1,467,613</u>	<u>1,558,077</u>	<u>1,263,494</u>

The grants and other charitable income in 2019 totalling £1,263,494, was attributed £117,610 unrestricted funds and £1,145,884 restricted funds.

4. INVESTMENT INCOME

	Unrestricted Funds £	2020 £	2019 £
Interest on cash deposits	31	31	-
	<u>31</u>	<u>31</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 2020

5. ANALYSIS OF EXPENDITURE

	Raising funds £	Client services £	2020 £	2019 £
Staff costs	14,071	625,684	639,755	428,226
Other direct project costs	-	9,654	9,654	9,637
Travel and motor expenses	-	18,784	18,784	12,433
Publicity and promotional costs	-	64,320	64,320	107,212
Staff training & Subscriptions	-	12,013	12,013	18,134
Partnership project costs (Note 7)	-	503,121	503,121	377,093
General support costs (Note 6)	2,691	266,410	269,101	233,715
Governance costs (Note 6)	56	5,584	5,640	5,640
	<u>16,818</u>	<u>1,505,570</u>	<u>1,522,388</u>	<u>1,192,090</u>

Of the £1,522,388 expenditure in 2020 (2019 - £1,192,090), £40,873 was charged to unrestricted funds (2019 - £90,690) and £1,481,515 to restricted funds (2019 - £1,101,400).

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.

	General Support £	Governance £	2020 £	2019 £
Premises	67,869	-	67,869	63,798
Insurance	1,077	-	1,077	1,917
Directors, finance & office staff	157,730	-	157,730	131,341
Communications costs	10,548	-	10,548	5,612
Computer support & I.T. maintenance	17,057	-	17,057	18,870
Other costs	11,415	-	11,415	9,753
Depreciation	3,054	-	3,054	2,094
Bank charges	351	-	351	330
Audit fee	-	5,640	5,640	5,640
	<u>269,101</u>	<u>5,640</u>	<u>274,741</u>	<u>239,355</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 2020

7. PARTNERSHIP PROJECT COSTS

	2020 £	2019 £
Institution		
Birmingham LGBT Centre	-	5,000
Chinese Information and Advice	2,500	-
Choice in Hackney	20,453	14,181
CST	30,292	17,332
EERC	2,500	-
Faith Matters	43,358	21,906
Gate	2,500	-
Hidayah	2,500	-
Inner Strength Network CIC	2,500	-
Intercom Trust	-	5,000
LGBT Foundation	-	5,000
London Friends	34,405	34,005
London Lesbian & Gay Switch Board	4,857	3,965
Micro Rainbow	2,500	-
Monitoring Group	55,560	32,580
Network Sikh Organisations	2,500	-
Numbi Arts CIC	2,500	-
Real	9,266	-
Rise	-	5,000
Stay Safe	22,204	4,640
Stonewall Housing	118,301	152,480
Survivors UK	136,925	71,004
Victim Support	-	5,000
Others	7,500	-
	<u>503,121</u>	<u>377,093</u>

8. NET INCOME / (EXPENDITURE) FOR THE YEAR

Net incoming resources are shown after charging:	2020 £	2019 £
Depreciation of tangible fixed assets	3,054	2,094
Operating leases – rent	42,755	46,388
Auditors' remuneration – Audit Fees	<u>5,640</u>	<u>5,640</u>

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

	2020 £	2019 £
Salaries	704,200	495,813
National Insurance	62,232	43,290
Pension	21,872	14,346
	<u>788,304</u>	<u>553,449</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 (2019 – nil).

The charity workers and its trustees are covered by Professional Indemnity Insurance with premium paid of £298 (2019 – £298). 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.

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 2020

The key management personnel of the charity comprise the Chief Executive Officer.

The total benefits of the key management personnel of the charity were £56,283 (2019 - £53,881).

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

	2020	2019
Charitable activities	17	11
Management, fundraising and support	4	3

10. TANGIBLE FIXED ASSETS

NET BOOK VALUES	2020	2019
	£	£
Fixtures, fittings and equipment	18,030	19,287
	<u>18,030</u>	<u>19,287</u>

MOVEMENTS IN YEAR

Cost or valuation	Opening Balances £	Additions £	Disposals £	Closing Balances £
Fixtures, fittings and equipment	41,696	1,797	-	43,493
	<u>41,696</u>	<u>1,797</u>	<u>-</u>	<u>43,493</u>
Depreciation	Opening Balances £	Charge For Year £	Disposals £	Closing Balances £
Fixtures, fittings and equipment	22,409	3,054	-	25,463
	<u>22,409</u>	<u>3,054</u>	<u>-</u>	<u>25,463</u>

11. DEBTORS

	2020	2019
	£	£
Trade debtors	69,145	147,395
Prepayments and accrued income	227,872	32,050
	<u>297,017</u>	<u>179,445</u>

12. CREDITORS: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	159,383	274,770
Taxation and social security	21,009	15,440
Deferred income (Note 16)	-	23,659
Accruals and Other creditors	99,559	61,420
	<u>279,951</u>	<u>375,289</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 2020

13. MOVEMENT IN FUNDS

	Balance at 01.04.19 £	Income £	Expenditure £	Balance at 31.03.20 £
Restricted funds:				
Cavaria	25,904	-	24,673	1,231
City Bridge Trust	6,601	-	-	6,601
Esmee Fairbairn	2,435	63,868	29,848	36,455
The Henry Smith Charity	16,363	-	15,812	551
Home Office - Helpline	-	120,000	120,000	-
Home Office - National	-	236,687	226,855	9,832
King's College Hospital	-	12,843	12,843	-
Lloyds TSB Foundation	8,228	12,500	19,604	1,124
Lloyds TSB Foundation - DV	8,176	8,316	4,312	12,180
London Councils - domestic abuse	-	146,318	136,705	9,613
Mayor's Office for Policing And Crime - CATCH	-	272,285	272,285	-
Mayor's Office for Policing And Crime - LCPF	3,060	309,066	310,738	1,388
Mayor's Office for Policing And Crime - hate crime	-	54,407	52,348	2,059
Mayor's Office for Policing And Crime - sexual abuse	-	30,000	27,177	2,823
Mayor's Office for Policing and Crime - IVWS DV	-	41,812	41,812	-
Mayor's Office for Policing and Crime - IVWS HC	-	28,437	28,437	-
Mayor's Office for Policing And Crime - TAH	-	47,422	36,810	10,612
New Horizon	-	20,592	20,592	-
Trust for London	18,508	17,500	31,391	4,617
UNIBS-Ateneo - Come forward EU	10,315	21,929	24,673	7,571
UNIBS-Ateneo - Call it Hate	-	9,245	9,245	-
Women and Girls Network - Pan London	-	14,386	995	13,391
Zurich	2,265	-	340	1,925
	<u>101,855</u>	<u>1,467,613</u>	<u>1,447,495</u>	<u>121,973</u>
Unrestricted funds	<u>161,052</u>	<u>106,227</u>	<u>74,893</u>	<u>192,386</u>
Total funds	<u>262,907</u>	<u>1,573,840</u>	<u>1,522,388</u>	<u>314,359</u>

Movement in funds - previous year

	Balance at 01.04.18 £	Income £	Expenditure £	Balance at 31.03.19 £
Restricted funds:				
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>
Unrestricted funds	<u>125,102</u>	<u>126,640</u>	<u>90,690</u>	<u>161,052</u>
Total funds	<u>182,473</u>	<u>1,272,524</u>	<u>1,192,090</u>	<u>262,907</u>

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2020

13. MOVEMENT IN FUNDS (CONTINUED)

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.

Clty 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.

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 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.

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 2020

13. MOVEMENT IN FUNDS (CONTINUED)

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.

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 31st March 2020 are represented by:

	Unrestricted Funds £	Restricted Funds £	Total £
Tangible fixed assets	16,105	1,925	18,030
Net current assets	176,281	120,048	296,329
	<u>192,386</u>	<u>121,973</u>	<u>314,359</u>

Analysis of fund balances between net assets – previous year

	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

	2020 £	2019 £
Balance as at 1st April	23,659	76,396
Amount released to income in the year	(23,659)	(76,396)
Amount deferred in the year	-	23,659
Balance as at 31st March	<u>-</u>	<u>23,659</u>

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 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 9.

There were no related party transactions for the period ended 31st March 2020.

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.

	2020 £	2019 £
Within one year:		
Property rental	42,755	44,528
	<u>42,755</u>	<u>44,528</u>
Two to five years:		
Property rental	99,761	148,426
	<u>99,761</u>	<u>148,426</u>
Total obligations under operating leases	<u>142,516</u>	<u>192,954</u>

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

	2020 £	2019 £
Net movement in funds	51,452	80,434
Add back depreciation	3,054	2,094
Deduct interest income shown in investment activities	(31)	-
Loss/(profit) on sale of fixed assets	-	-
Decrease / (increase) in debtors	(117,572)	10,136
Increase / (decrease) in creditors	(95,338)	195,026
Net cash used in operating activities	<u>(158,435)</u>	<u>287,690</u>

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2020

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 2019/20 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.

Type of cost	Grant	Grant spent
Staff costs	£102,647.19	£95,518.12
Beneficiary costs	£7,404.74	£4,920.90
Other Costs	£36,266.07	£36,266.07
Total costs	£146,318.00	£136,705.09

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

Organisation	Amount
Galop	£72,643.07
Stonewall Housing	£27,835.00
London Friend	£33,655.00
Switchboard	£2,572.02
TOTAL	£136,705.09