

***GALYIC (Gay and Lesbian Youth in Calderdale)***

Charity number 1110577

A company limited by guarantee number 05093235

***Annual Report and Financial Statements***

***for the year ended 31 March 2010***

**GALYIC (Gay and Lesbian Youth in Calderdale)**

***Annual Report and Financial Statements  
for the year ended 31 March 2010***

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**Prepared by West Yorkshire Community Accounting Service**

# ***GALYIC (Gay and Lesbian Youth in Calderdale)***

## ***Trustees' report for the year ended 31 March 2010***

### **Reference and administrative details of the charity, its trustees and advisors**

The trustees during the financial year and up to and including the date the report was approved were:

<b>Name</b>	<b>Position</b>	<b>Dates</b>
Mike Newman	Chair	
Olinda Oleksewycz	Vice-chair - Resigned	November 2009
Andrew Bewers	Vice-chair - Appointed	November 2009
John Rodgers	Treasurer	
Margaret Danbury		
Nathaniel McGowan		
Kathryn Glanville		Appointed October 2009
Jeanette Clarke		Appointed May 2010

**Company secretary** Liz North

**Charity number** 1110577

**Company number** 05093235

<b>Registered and principal address</b>	<b>Bankers</b>
The Town Hall St Georges Street Hebden Bridge West Yorkshire HX7 7BY	The Cooperative Bank P.O Box 250 Delf House Southway Skelmersdale WN8 6WT

### **Independent examiner**

Helen Galvin FCCA  
For and on behalf of:

### **West Yorkshire Community Accounting Service**

Stringer House  
34 Lupton Street  
Leeds  
LS10 2QW

### **Structure, governance and management**

The charity is a company limited by guarantee and was formed on 5 April 2004. It is governed by a memorandum and articles of association. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1.

### **Method of recruitment and appointment of trustees**

The trustees of the charity are also the directors for the purposes of company law and are appointed by the members at the AGM.

# ***GALYIC (Gay and Lesbian Youth in Calderdale)***

## ***Trustees' report (continued) for the year ended 31 March 2010***

### **Objectives and activities**

#### **The charity's objects**

To relieve the mental and emotional distress suffered by young persons within Calderdale who are lesbian, gay, bisexual, transgender (LGBT) or in doubt about their sexuality by the provision of advice, education, counselling and support with the object of increasing self-esteem and positive identity amongst said persons.

To promote equality and diversity and to eliminate discrimination in relation to lesbian, gay, bisexual and transgender (LGBT) persons by advancing education and raising awareness of issues affecting said persons.

#### **Working to Deliver our Aims**

Our aims and objectives are the driving force behind the delivery of services to LGBT young people in Calderdale who are the direct and indirect beneficiaries of the work we do. This ensures that the planning, delivery and evaluation of all that we deliver is in accordance with the guidance on public benefit produced by the Charity Commission.

Young LGBT people in Calderdale are often isolated from peers, experiencing homophobic bullying at school and college and unable to access mainstream services for support and information that meets their needs. Our research this year showed that young LGBT people are increasingly vulnerable to mental health problems, drug and alcohol misuse and despite recent changes in legislation and awareness of issues, many of the young people we work with are rejected by their families and find themselves homeless. GALYIC's primary focus is therefore to provide services that enable young LGBT people develop positive identities and strategies for living successful lives in a heterosexist world. We also work with agencies on a local and national level to enable them to develop their services in ways that improve accessibility and appropriateness for LGBT young people.

We do this by providing:

- a) One to one support for individuals who identify as LGBT
- b) Group activities that engender a positive identity, raise self esteem and reduce isolation
- c) Provide a range of volunteering opportunities for young LGBT people to develop their skills and take an active part in the development of GALYIC and the services it delivers
- d) Work in partnership with mainstream agencies, decision and policy makers to bring about change in the way services are delivered locally, regionally and nationally

It is through this varied approach that the Trustees are able to refer back to our aims and objectives and be confident that what we are doing continues to be for public benefit.

#### **Working for Public Benefit 2009/10**

GALYIC's objects and funding limit the area of direct work with young LGBT people to Calderdale. In the promotion of equality and diversity and to limit discrimination against LGBT young people in Calderdale, GALYIC is able to extend its work to a regional and national level to influence policy and strategic direction locally.

The number of children and young people aged 5 to 24 years old in Calderdale was estimated to be 49,700 in 2007; on the basis of the recognised estimate of 5% of young people identifying as LGBT, the LGBT youth population in Calderdale is likely to be in the region of 2,485.

The statutory and many voluntary sector services for children and young people in Calderdale do not monitor for sexual orientation so it is extremely difficult to gauge how many LGBT young people are accessing mainstream services and having their needs met.

GALYIC is limited to the number of young people it can work with due to funding and resource constraints and this year was in contact with 60 young people who attended the youth group or received one to one support in person, by email or text.

## ***GALYIC (Gay and Lesbian Youth in Calderdale)***

### ***Trustees' report (continued) for the year ended 31 March 2010***

#### **Chairperson's Report**

Another year passes by! It has been an excellent year, with funding available for a varied programme, and the number of young people accessing our services continues to grow. We were delighted to be able to recruit a Crisis Intervention Support Worker, Helen, in October to our vital work and she has been able to take the heavy caseload of 1-1 and crisis intervention work from Jan.

Meanwhile, Jan has had to step in again to run the youth group, drop in and various activities such as the annual residential, as we lost two of our youth workers, Moni and Debbie. Retention, for all sorts of reasons, is difficult in posts with a demanding list of qualifications, a mix of ability to work with young people and with LGBT people, and working on a part time basis. However, for five months we had the support of Kellie who was seconded from the Youth Offending Team. The youth group continues to benefit from the ongoing support of our volunteer Peter, and Kate, who is also a new Board member, acting as the link person between the Board and the Youth Council. Participation by members in the Youth Council is expanding under the able chairmanship of Jacob. We have managed to find a new venue in central Halifax for the youth group which has opened up new activities such as table tennis and pool, and a grant from the Youth Opportunities Fund meant members could attend the annual residential at Borwick Hall which looked at how to cope better with minority stress as well as holding monthly roller-blading activities.

Some of the other highlights of the year have included increased work with, and referrals from, schools; a visit from the Bishop of Wakefield; a three course Christmas dinner paid for partly by Unison as a thank you for the presentation members gave at the Barnardos LGBT conference in Cardiff. Members also gave a presentation at the British Museum on Anne Lister as part of the pre-launch for LGBT History Month.

It is also very striking from the Manager's detailed reports, how many other organisations we have had contacts with this year working at a strategic level in Calderdale. Some of these have proved to be more productive than others, and we are reviewing which of them it would be the most useful to continue.

For the next year, we have sufficient funding to maintain our work at the present level, but, as always, time has to be spent looking for resources to continue it beyond then. In the present climate of recession and cuts in public sector spending, we will need all the ingenuity we can muster. We are fortunate indeed in having such talented and committed staff and trustees.

Mike Newman, Chairperson

#### **Treasurer's Report**

Once again, a big thank you to all those who helped GALYIC's work over the year with funding and other support.

As I noted last year, attracting the finance needed to maintain our services continues to present a major challenge, because whilst we are grateful to our Local Authority for their ongoing grant-aid, this covers well under 50% of our core costs. We still have hopes that the joint commissioning arrangements will bear fruit for us, but in the meantime we rely on a wide range of funders, large and small. This year these have included Lloyds TSB Foundation, Vinolved, BBC Children in Need and the Youth Opportunities Fund.

Finally a big thank you also to Margaret, Jan, Liz and Jo for their work in obtaining and administering the grants.

John Rodgers, Treasurer

## ***GALYIC (Gay and Lesbian Youth in Calderdale)***

### ***Trustees' report (continued) for the year ended 31 March 2010***

#### **GALYIC Report April 2009-March 2010**

We are moving into a different era for LGBT young people: There is more visibility in the media, with at least three mainstream soaps having characters portraying young lesbians and gays; LGBT youth are continuing to come out at younger ages - analysis of the consolidated findings from our most recent twenty completed assessments suggests that young people are now coming out at around 14 years of age; and there has been significant changes in legislation and in practice.

During this period, Ofsted have been placing as much emphasis on safeguarding and equality issues as exam results when inspecting schools (and other children and young people's services). If services are not tackling safeguarding and discrimination they could fail their Ofsted.

The 2010 Calderdale Ofsted report on safeguarding and looked after children found Calderdale 'inadequate.' GALYIC are positively mentioned three times in the report. For example, the report states, "...The local authority and partners take account of the views of young people on a wide range of safeguarding issues. A recent example is a challenging presentation by young gay and lesbian people to the local authority scrutiny panel which raised awareness of the particular risks and difficulties faced by this group."

2010 will see the introduction of the Equality Act and as from April 2011, all public services will have to proactively tackle homophobia and ensure their services are meeting the needs of LGBT young people. Schools will have a duty to record and tackle homophobic bullying alongside racist and other types of bullying. This cannot happen too soon as the levels of homophobic hate crime on the streets are rising and homophobic bullying in most schools is endemic.

GALYIC have developed and fine-tuned our services to young LGBT people and their families over the past eleven years and 2009-2010 was one of our best years to date.

#### **Objectives from 2008-2009 Annual Report**

##### **1. Development and Amendment of NATnIMP**

After producing the "Ten Years On..." report based on 50 interviews we have adapted the Needs Assessment Tool to clarify some questions and added others to take account of recent research.

GALYIC have worked closely with a local firm, ReSURV to put the NATnIMP on line: <http://lgbt.resurv.co.uk/>. For £100 LGBT youth groups can access the NAT on line and print out the responses to help develop individual action plans. When a number of NATs have been completed ReSURV will produce a consolidated report detailing, for example, what percentage of members have experienced mental health problems, substance misuse, parental rejection, etc.

However the primary purpose of the NAT is to develop Individual Member Action plans. Progress is reviewed by staff at monthly supervision meetings and a follow-up IMP (Impact Assessment) interview is planned six months after the initial NAT. Questions for the IMP have yet to be agreed.

##### **2. Finding a new, more appropriate, venue for the Youth Group.**

We now have a new venue in the centre of Halifax that is much bigger than the previous one and opens up opportunities for different activities. The group meets in a large room that includes a pool table and table tennis table; we also have a variety of games. But we also have access to a smaller room that can be used either for 1-1 work or to hold meetings or courses.

##### **3. Recruiting a Crisis Intervention Worker and Youth Work Participation Worker if funding successful.**

We were not successful in a funding bid for a Youth Work Participation Worker. We were, however, successful with our application to BBC Children in Need and recruited and appointed Helen Whitehouse as our new crisis intervention worker in October 2009.

## ***GALYIC (Gay and Lesbian Youth in Calderdale)***

### ***Trustees' report (continued) for the year ended 31 March 2010***

#### **GALYIC Report April 2009-March 2010 (continued)**

Helen was chosen through a comprehensive recruitment process that involved the young people devising their own interview questions according to the person specification and setting up youth interview panels for the shortlisted candidates. From this process the members agreed their chosen candidate and a youth group representative was on the final interview panel with the GALYIC trustees and manager. It was really important that the postholder was someone not only with the skills and experience but who would be accepted and trusted by the young people; their views and participation in this process were vital to the successful recruitment.

#### **4. Sufficient funding for core staff and resources.**

We have not been able to add any further funding for core staff and resources but careful budgeting has meant that we have been able to continue as before. We were able to do this because we did not recruit a replacement for two part-time members of staff who left this year.

#### **5. Continued development of website.**

There have been significant improvements to the website this year including regular up-dating of the various sections, for example, the News section is up-dated at least weekly, and a new section, the Forum, has been added.

The GALYIC Forum is only open to members of GALYIC; this is important to keep our members safe – there have been six people asking to join the Forum but when asked for identification have not responded. There are discussion groups for the Youth Council where agendas and minutes are posted; the Presentation Group where details of future presentations, practice sessions are posted; a Schools section where members discuss issues at school including lack of access to the GALYIC website on school computers; and a general section where members can put up different discussion threads. These have included, for example, first night at GALYIC; death of near and dear ones; GALYIC rules; different projects; coming out; introducing new members.

The website received national recognition in an article in the September issue of Children and Young People Now.

#### **6. Continued partnership work to encourage other agencies to develop services which meet the needs of LGBT young people.**

A significant amount of time has been spent on local strategic work, both to encourage agencies to develop services which meet the needs of LGBT young people in Calderdale as well as to try and access funding for our developing services given that GALYIC is the only agency in Calderdale specifically targeting the needs of LGBT young people.

Following on from the launch last year of our Ten Years On report, members began this financial year with a presentation of the findings to the Calderdale Children and Young People's Trust meeting in April. The findings of 50 NAT interviews reveal LGBT young people to be specifically vulnerable to

- Isolation

- Homophobic bullying at school

- Homophobic violence on the street

- Homophobic abuse and rejection from families

- Homelessness

- Substance misuse

- Sexual vulnerability (sexual abuse, rape, sexual assault)

- Mental health problems in particular depression, anxiety, self-harm, attempted suicides, phobias.

The survey also suggested that the majority of Children and Young People's Services in Calderdale were not meeting the specific needs of LGBT young people.

As a result of the presentation, the Trust sent a letter out to strategic partners asking them to respond to the report's findings and recommendations. Following on from this, GALYIC were invited to give presentations to several strategic groups.

# ***GALYIC (Gay and Lesbian Youth in Calderdale)***

## ***Trustees' report (continued) for the year ended 31 March 2010***

### **GALYIC Report April 2009-March 2010 (continued)**

We have also taken part in a project with Calderdale Multi-Agency and Assessment Service to improve integrated working, identify barriers and good practice and offer solutions.

#### **7. Continued pressure on national decision makers to include the needs of LGBT young people in relevant strategies, in particular mental health.**

GALYIC contributed to consultations on the Equality Bill, Health Inequalities and with the BBC as part of our ongoing strategy that for change to occur locally we need to be working at a national level. The emphasis on local work this year meant that our national involvement was less than we had hoped.

#### **Crisis Intervention Service**

2009-2010 year has seen an expansion of our services to meet the needs of some of the most vulnerable young LGBT people in Calderdale. We were delighted to receive 3 year funding from BBC Children in Need for our Crisis Intervention Service.

This new service was developed to meet the specific needs of young LGBT people experiencing homophobic bullying, parental rejection, substance misuse and mental distress and other barriers to their emotional and social well being that require support and intervention. The need was identified through the findings from the Needs Assessment Tool and the increasing numbers of younger LGBT people accessing our services. The aim of the service is to provide 1:1 support and advocacy for the young person, acting as an interface between families, schools, health services, housing and other services that a young person may need to access. Our ethos is to enable the young person to make informed choices about the care and support they have through a comprehensive assessment and action planning process that takes account of their sexuality, their life experiences, coping strategies and support mechanisms.

The BBC Children in Need grant enabled us to recruit and appoint Helen Whitehouse as the new worker in October 2009. Helen hit the ground running and has supported young people who have attempted suicide, self harmed, become estranged from their families, experienced severe homophobic bullying and who are unable to cope with their burgeoning homosexual feelings. She has delivered 50 1:1 sessions, assessing 20 young people who now have their own personal action plan of support utilising the five Every Child Matters outcomes: be healthy; stay safe; enjoy and achieve; make a positive contribution; and achieve economic well-being.

#### **Consolidated Findings from NATs**

- **Demographics:** GALYIC membership continues to include young people from very diverse backgrounds including some who come from poor families, black and minority ethnic families, some are disabled and they come from different parts of Calderdale. There is an even gender split.
- **Coming Out:** The age for coming out continues to drop with 14 years being the average.
- **Domestic Abuse:** Domestic abuse within the family is still common amongst members, in particular emotional abuse with a third being linked to sexual orientation.
- **Schools:** Homophobic bullying is still endemic in most schools across Calderdale and most schools are not tackling it. Alongside this, more young people are out to teachers and more teachers are responding positively. More young people truanted as a result of the bullying.
- **Homophobic Hate Incidents:** Members are still witnessing and experiencing homophobic hatred on the streets of Calderdale. A third of those who experienced it made a report to the police.
- **Homelessness:** One-fifth of members had experienced homelessness. A quarter said they did not feel safe where they lived either because they lived in a homophobic neighbourhood or because they were fearful of how their parents would react if they found out about their sexual orientation.

## **GALYIC (Gay and Lesbian Youth in Calderdale)**

### **Trustees' report (continued) for the year ended 31 March 2010**

#### **GALYIC Report April 2009-March 2010 (continued)**

##### **Consolidated Findings from NATs continued**

- **Substance Misuse** continues to be a problem with high levels of alcohol and drug use as well as smoking.
- **Mental Health:** Depression, self-harm and suicide attempts continue to be high with around half saying it was linked to their sexual orientation.
- **Sexual Health:** Whilst over half said they practised safer sex, this went down to 40% when drunk. One-fifth of the females had been pregnant and just under a third of the males had had unprotected sex with a member of the opposite sex.
- **General Health:** Less than a fifth were out to their GP. Less than a third took strenuous exercise for 30 minutes a day; whilst three-quarters thought a healthy diet was important, only a quarter ate five portions of fruit or vegetables a day. Three-quarters said they were worried about emotional health matters.

##### **Every Child Matters: Especially LGBT Young People**

GALYIC delivers a service that is mindful of the Every Child Matters guidelines and this year has continued to develop relevant and appropriate services that meet of the needs of the young people.

##### **Being Healthy**

This year we have offered a variety of opportunities and worked with a range of agencies to give GALYIC members the tools for being emotionally and physically healthy. At the youth group we have had sexual health and substance misuse experts running sessions with the young people.

Thanks to a grant from the Youth Opportunities Fund, members can roller blade once a month and we have been able to rent a small room to run the Samaritans Developing Emotional Awareness Learning (DEAL) programme aimed at helping to develop the skills they need to cope with life's challenges and improve their emotional health and well-being. We have adapted the programme to meet the specific needs of LGBT young people to cover coming out, developing a positive identity and having the skills to cope with living in a heterosexist world. One young lesbian commented, *'I don't feel isolated anymore because I have been able to talk about things and am able to trust people with my feelings that I haven't done before'*.

The theme for this year's residential held in March 2010 at Borwick Hall was developing resilience in the face of on-going minority stress. Members explored minority stress and in particular using substances as a coping mechanism. Other ways of coping were identified and the report from the weekend was put onto the GALYIC website.

However, it is the on-going, weekly, youth group meetings which allows LGBT young people in Calderdale to come together to be themselves in a safe and accepting environment which helps to challenge their isolation and develop positive self identities reducing their vulnerability to mental ill-health.

##### **Staying Safe**

The most important achievement this year regarding safety concerns schools. Firstly, we have been successful in removing the ban on school computers accessing the GALYIC website. Secondly, we are now working in very exciting ways with several schools. Rastrick High School has made several referrals to GALYIC and we are hoping to introduce an after-school group there later this year utilising the Samaritan's DEAL programme. We have given inputs to students at the Pupil Referral Unit, as well as liaising with several schools to support individual students.

We are about to embark on another exciting and ground-breaking project: we are hoping to work in partnership with the Domestic Violence Service at Calderdale and Kirklees Women's Centre to develop a joint project which will support parents to accept and support their LGBT children.

## ***GALYIC (Gay and Lesbian Youth in Calderdale)***

### ***Trustees' report (continued) for the year ended 31 March 2010***

#### **GALYIC Report April 2009-March 2010 (continued)**

This new venture will build on work begun at the residential in April 2009. A photo-video of the residential was put on our website via You Tube which included what young people would like from their parents, to date there have been nearly 200 people who have looked at the video.

Another area of work that GALYIC has been involved with this year is the working party looking at a strategy for homeless young people in Calderdale. GALYIC members gave a presentation at a Youth Homelessness seminar to around 50 people and feedback was excellent. This year a link to the GALYIC website has also been included on the National Youth Homelessness Scheme's website which also includes excellent guidelines on how to make services LGBT-friendly.

#### **Enjoying and Achieving**

One of the main aims of GALYIC is to provide LGBT young people with the opportunity to meet and socialise with one another, reduce their isolation and have fun in a safe and supportive environment. The key vehicle for this is the weekly youth group where for 2 hours a week LGBT youth can be themselves and take part in activities and discussions that are relevant to them. This enables them to develop a positive identity and increase their self esteem and confidence. This year we have had a regular group of 20 young people in attendance at the 67 youth group and drop in sessions.

As the age of young people accessing GALYIC is dropping, we made the decision this year to lower the age range for the Youth Group and Drop-in to 21 years. Support continues to be available for young people 21 to 25 years for 1-1, specific activities or services and volunteering opportunities.

Thanks to Calderdale Young People's Service members have been go-karting again this year at Pitstop in Bradford and enjoyed two free sessions of self-defence and kickboxing. The Youth Opportunities Fund has enabled us to have regular roller blading sessions and at Christmas members enjoyed a three-course dinner as a thank you for a presentation they gave at the Barnardos LGBT workers national conference in Cardiff.

A major event in the Youth Group calendar was taking part in the Calderdale Pride at the Piece Hall, Halifax in June. Workers and young people staffed a stall of information and resources and several members were volunteer stewards helping to make sure the event went smoothly on the day. GALYIC members also took to the Pride stage alongside council officials. For the young people it was a day of reclaiming a part of their town and a culmination of all that GALYIC encourages them to be – Out and Proud.

A significant part of our annual residential is taking part in outdoor pursuit activities which are both fun and which help to develop trust and team work. We also usually have a karaoke and this year we included Salsa dancing as well as swimming. Videos of the residential can be accessed via our website.

#### **Making a Positive Contribution**

The GALYIC Youth Council has been re-established this year. It meets the first Thursday of the month to agree a programme of activities, apply for funding, discuss any issues that arise at the youth group and feed into the GALYIC Board through a Board member who attends the Council as an observer. The observer brings issues from the Board to the Youth Council and vice versa. This two way system of communication between the Board and the young people has been very successful as a way of ensuring the young people's needs and views remain at the forefront of any strategic or planning decisions made by the organisation.

GALYIC members have also been taking part in a wide range of projects that have been both local and national. Following the presentation by members at the annual Schools Out AGM last year, GALYIC was one of twelve examples of good practice from around the country to be showcased at the launch of LGBT History Month in November 2009 at the British Museum. We decided to develop a new, 8-minute, presentation about Anne Lister, a 19<sup>th</sup> century lesbian and landowner from Shibden Hall in Halifax. The same presentation was also given as part of LGBT History Month at Hebden Bridge Library.

## ***GALYIC (Gay and Lesbian Youth in Calderdale)***

### ***Trustees' report (continued) for the year ended 31 March 2010***

#### **GALYIC Report April 2009-March 2010 (continued)**

Members have been part of a Mediabox project with Ryburn Valley High School, a mixed media project of photography, creative writing, and podcasts, on the theme of challenging stereotypes between old and young people. They have been able to work with a world famous photographer and the six-month project will be completed in June 2010 culminating in a series of exhibitions around Calderdale.

This has been the busiest year yet for our Vinolved volunteer members of the GALYIC presentation group: Amber, Izzy, Jacob, Jeni, Nick, Rob, Sarah and Siobhan. Karly, one of the most active members of the group, had to drop out because she acquired a full-time job. Here is a list of the events members have given presentations at:

- Calderdale Children & Young People's Trust
- National LGBT Probation Officers' Conference, Leeds
- Bradford & District CAMHS
- Calderdale Association of School Governors
- Heads of Calderdale Children and Young People's Strategic Partnerships
- Barnardos LGBT Conference, Cardiff
- LGBT History Month Pre-Launch, London: British Museum
- Children & Young People's Scrutiny Panel
- Calderdale Youth Homelessness Seminar
- LGBT History Month Hebden Bridge

Members were given the opportunity to talk about their experiences of sex education in school and what they would have liked so that future provision may be influenced to better meet the needs of young LGBT people coming through.

Occasionally we have special visitors to the youth group and this year we were delighted that Bishop Stephen of Wakefield accepted an invitation. Members gave a presentation about growing up LGBT in Calderdale, prepared a small buffet supper and chatted with the Bishop and his colleague for the rest of the evening.

#### **Achieving Economic Wellbeing**

GALYIC do not directly provide projects or services aimed at young people achieving economic wellbeing. However, the holistic approach we adopt provides a range of opportunities for young LGBT people to grow and develop personally and socially and to learn new skills that will take them forward in life.

The presentation group have developed their confidence, public speaking skills, technological skills of delivering a multi media presentation, team work and punctuality. Travelling to regional and national events as GALYIC Ambassadors has taught them responsibility and given them the ability to meet new people and feel confident in different settings.

Taking part in residential gives the young people valuable life skills to be able to work co-operatively, try out new things, push themselves, share ideas and feelings.

The 1-1 work with those young people in crisis or facing difficulties at home or at school enables them to make sense of what is happening, make informed choices and take action to bring about change in their circumstances. All these factors and more, we believe, give the young people we work with a wealth of tools that they can use in the world that will be welcomed by employers, colleagues, partners and social networks.

## ***GALYIC (Gay and Lesbian Youth in Calderdale)***

### ***Trustees' report (continued) for the year ended 31 March 2010***

**GALYIC Report April 2009-March 2010 (continued)**

#### **Objectives for 2010-2011**

In response to the Public Duty aspect of the Equality Act being introduced in April 2011, we are expecting a greater demand on our services with continued increase in referrals from schools and other agencies as well as the need for partnership work to support agencies to meet their duties under the new Act. Our objectives are therefore,

1. Continued development and promotion of the GALYIC Needs Assessment Tool and Impact Assessment Tool and resulting development of appropriate policies and procedures.
2. Acquiring funding to ensure on-going development of GALYIC services.
3. Continued development and up-dating of website.
4. Developing partnership work with local agencies to improve services to LGBT young people.
5. Encouraging the development of Gay Straight Alliances in schools in Calderdale.
6. Development of joint project with WomenCentre to support and challenge parents.
7. Developing a programme to help reduce the level of alcohol use amongst members.

# **GALYIC (Gay and Lesbian Youth in Calderdale)**

## **Trustees' report (continued) for the year ended 31 March 2010**

### **Financial review**

The net income for the year was £8,678, including net expenditure of £2,049 on unrestricted funds and net income of £10,727 on restricted funds.

### **Reserves policy**

The charity's free reserves, excluding fixed assets, at the year end were £18,885.

GALYIC aims to maintain a sufficient level of reserves to ensure that uninterrupted services may continue in the event of any short term funding problems and to ensure sufficient income is available to enable the organisation to meet any statutory liabilities should future funding not be available.

### **Risk Assessment**

GALYIC is dependent primarily on grants funding and as a provider of services to LGBT young people has limited sources of funding available for the delivery of its services. To secure the future GALYIC continues to ensure that it delivers a high quality service in line with the demands of financial providers and potential commissioners.

As a small organisation with a part time staff team providing core and direct services to meet the charitable objectives and stretch resources further to meet the demands, GALYIC is accountable to the same degree as organisations with greater resources and infrastructures. This last year, the charity worked towards securing sustainable long term funding to enable resources to be targetted more effectively at quality service delivery rather than attracting short term grants for one off projects. During this period we successfully achieved funding from BBC Children in Need for a crisis intervention worker. This funding is for 3 years and ensures that the most vulnerable young people accessing our service are assured support up to the end of September 2012.

This coming year is our last year of Lloyds TSB Foundation which has contributed towards the service managers salary and office rent - this core money will need to be identified in this coming year.

The Vinolved grant also ends this year and this has enabled us to deliver a range of volunteering opportunities and contributed to core staff hours - this shortfall will also need to be identified and acquired.

This year we started to develop our funding strategy in line with the Business Plan agreed by the board.

The implementation of this will enable the organisation to be clear about its aims, seeking funding to meet needs and build on GALYIC's successful track record of meeting the requirements of a range of funders while delivering groundbreaking services.

### **Acknowledgements**

GALYIC's focus is delivering a service for young LGBT people and working with others to make their world a better place for them to grow up and out in. Our thanks go to all young people we have worked with over the year for their input and enthusiasm in the face of adversities and times of laughter and joy.

GALYIC would like to thank all those who have funded us to deliver our services to young LGBT people in Calderdale and raise the profile of their needs including:

BBC Children in Need  
Calderdale MBC Children's Trust  
Calderdale MBC Community Services  
Lloyds TSB Foundation  
Vinolved  
Youth Opportunities Fund

***GALYIC (Gay and Lesbian Youth in Calderdale)***  
***Trustees' report (continued) for the year ended 31 March 2010***

**Acknowledgements (continued)**

and the following agencies and individuals who have worked with and supported us:

BBC Radio Leeds  
Bishop Stephen of Wakefield  
Borwick Hall, Carnforth  
Bradford District Care Trust  
Calderdale & Kirklees Careers Ltd  
Calderdale Association of School Governors  
Calderdale Community Transport  
Calderdale Substance Misuse Service  
Calderdale Youth Offending Team  
H & P Properties  
Halifax YMCA  
Holy Trinity School  
Information Shop for Young People  
Jane Oulton  
John Dotchin from ReSURV  
Pennine Housing  
Phil Graves  
Pitstop  
Psychosexual Health Counsellor  
Pupil Referral Unit  
Rastrick High School  
Ryburn Valley High School  
Schools Out  
Stonham Supported Lodgings Scheme  
Swiftprint  
The Bear Wholefood Shop and Café  
Todmorden Women's Disco Collective  
Unison  
West Yorkshire Community Accounting Service  
West Yorkshire Probation Service  
WomenCentre, Calderdale and Kirklees Maze Project

and others who know who they are with apologies for not having space to list everyone.

**GALYIC (Gay and Lesbian Youth in Calderdale)**  
**Trustees' report (continued) for the year ended 31 March 2010**

**Statement of trustees' responsibilities**

The trustees (who are also the directors for the purposes of company law) are responsible for preparing the Trustees report and the financial statements in accordance with the applicable law and UK Accounting Standards.

Company law requires the trustees to prepare financial accounts for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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;
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005) and in accordance with the special provisions the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Signed.....

Name.....

Date.....

## **GALYIC (Gay and Lesbian Youth in Calderdale)**

### **Independent examiner's report to the trustees of GALYIC (Gay and Lesbian Youth in Calderdale)**

I report on the accounts of the charitable company for the year ended 31 March 2010, which are set out on pages 16 to 21.

#### **Respective responsibilities of the trustees and the examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to examine the accounts under section 43 of the 1993 Act, follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act and state whether particular matters have come to my attention.

#### **Basis of independent examiner's statement**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that in any material respect the requirements:

to keep accounting records in accordance with section 386 of the Companies Act 2006; and

to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005).

have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: .....

Name: Helen Galvin

Relevant professional qualification or body: FCCA

Date: .....

For and on behalf of:

**West Yorkshire Community Accounting Service**

Stringer House

34 Lupton Street

Leeds

LS10 2QW

# **GALYIC (Gay and Lesbian Youth in Calderdale)**

## **Statement of Financial Activities**

**(including summary income and expenditure account)**

**for the year ended 31 March 2010**

	Notes	2010 Unrestricted funds £	2010 Restricted funds £	2010 Total funds £	2009 Total funds £
<b>Incoming resources</b>					
Grants and donations	(2)	951	85,151	86,102	80,266
Fee income		2,605	-	2,605	9,375
Bank interest		89	-	89	302
Other income		-	-	-	123
<b>Total incoming resources</b>		<b>3,645</b>	<b>85,151</b>	<b>88,796</b>	<b>90,066</b>
<b>Resources expended</b>					
Salaries and NICs	(3)	615	56,458	57,073	45,156
Payroll costs		245	328	573	794
Freelance costs		1,890	152	2,042	55
Recruitment expenses		-	1,125	1,125	167
Travel and subsistence		67	1,400	1,467	762
Volunteer expenses		-	82	82	276
Premises		-	4,063	4,063	3,570
Telephone and website		-	1,460	1,460	1,032
Stationery and photocopying		-	486	486	424
Postage		-	103	103	139
Insurance		30	633	663	355
Independent examination		5	381	386	381
Office equipment		-	221	221	148
Youth group equipment		-	499	499	232
Staff training		-	428	428	229
Meeting expenses		-	-	-	32
Publications and subscriptions		-	-	-	10
Publicity		-	240	240	224
Events and activities		380	4,146	4,526	6,670
Professional services		1,000	753	1,753	1,064
Depreciation		1,462	-	1,462	1,462
Repairs and renewals		-	-	-	127
Information and educational materials		-	176	176	37
Sundry expenditure		-	135	135	48
Venue hire		-	1,155	1,155	-
<b>Total resources expended</b>		<b>5,694</b>	<b>74,424</b>	<b>80,118</b>	<b>63,394</b>
<b>Net income / (expenditure)</b>		<b>(2,049)</b>	<b>10,727</b>	<b>8,678</b>	<b>26,672</b>
<b>Fund balances brought forward</b>		<b>21,286</b>	<b>21,168</b>	<b>42,454</b>	<b>15,782</b>
<b>Fund balances carried forward</b>	(4)	<b>19,237</b>	<b>31,895</b>	<b>51,132</b>	<b>42,454</b>

All incoming resources and resources expended derive from continuing activities.

# **GALYIC (Gay and Lesbian Youth in Calderdale)**

## **Balance sheet**

**as at 31 March 2010**

	2010	2010	2010	2009
	Unrestricted	Restricted	Total	Total
	£	£	£	£
<b>Fixed assets</b>				
Tangible assets (5)	352	-	352	1,814
<b>Total fixed assets</b>	<u>352</u>	<u>-</u>	<u>352</u>	<u>1,814</u>
<b>Current assets</b>				
Debtors and prepayments (6)	-	370	370	650
Cash at bank and in hand (7)	19,505	31,525	51,030	47,975
<b>Total current assets</b>	<u>19,505</u>	<u>31,895</u>	<u>51,400</u>	<u>48,625</u>
<b>Current liabilities:</b>				
<b>amounts falling due within one year</b>				
Creditors and accruals (8)	620	-	620	7,985
<b>Total current liabilities</b>	<u>620</u>	<u>-</u>	<u>620</u>	<u>7,985</u>
<b>Net current assets / (liabilities)</b>	<u>18,885</u>	<u>31,895</u>	<u>50,780</u>	<u>40,640</u>
<b>Total assets less current liabilities</b>	<u>19,237</u>	<u>31,895</u>	<u>51,132</u>	<u>42,454</u>
<b>Net assets</b>	<u>19,237</u>	<u>31,895</u>	<u>51,132</u>	<u>42,454</u>
<b>Funds</b>				
Unrestricted funds	19,237	-	19,237	21,286
Restricted funds	-	31,895	31,895	21,168
<b>Total funds</b>	<u>19,237</u>	<u>31,895</u>	<u>51,132</u>	<u>42,454</u>

For the year ending 31 March 2010 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476. The trustees (who also the directors for the purposes of company law) acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved at a meeting of the trustees and signed on its behalf by:

Signed: .....

Date: .....

Name .....

# ***GALYIC (Gay and Lesbian Youth in Calderdale)***

## ***Notes to the accounts***

### ***for the year ended 31 March 2010***

#### **1 Accounting policies**

##### **Basis of accounting**

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005), the Companies Act 2006 and Financial Reporting Standard for Smaller Entities (effective April 2008).

There has been no change to the accounting policies since last year.  
No changes have been made to the accounts for previous years.

##### **Incoming resources**

All incoming resources are included in the SOFA when the charity becomes entitled to the resources, the trustees are virtually certain they will receive the resources and the monetary value can be measured with sufficient reliability.

##### **Grants and donations**

Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Where grants are related to performance and specific deliverables, they are accounted for as the charity earns the right to consideration by its performance.

##### **Expenditure and liabilities**

Expenditure is recognised on an accrual basis as a liability is incurred. Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out the resources.

##### **Taxation**

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

##### **Tangible fixed assets**

Tangible fixed assets costing more than £250 are capitalised and included at cost including any incidental expenses of acquisition. Gifted assets are shown at the value to the charity on receipt. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Computers and equipment: 20% straight line basis to nil

##### **Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

# **GALYIC (Gay and Lesbian Youth in Calderdale)**

## **Notes to the accounts continued**

### **for the year ended 31 March 2010**

<b>2 Grants and donations</b>	2010 Unrestricted funds £	2010 Restricted funds £	2010 Total funds £	2009 Total funds £
Vinvolved	-	10,483	10,483	9,329
CMBC Community Services	-	26,220	26,220	21,430
CMBC Children & Young Peoples Service	-	-	-	5,000
Youth Opportunities Fund	-	5,811	5,811	3,837
Community Foundation For Calderdale	-	-	-	5,000
Lloyds TSB Foundation	-	15,000	15,000	15,000
Primary Care Trust	-	-	-	15,000
CAMHS	-	-	-	5,620
BBC Children in Need	-	27,637	27,637	-
Donations	951	-	951	50
	<u>951</u>	<u>85,151</u>	<u>86,102</u>	<u>80,266</u>

<b>3 Staff costs and numbers</b>	2010 £	2009 £
Gross salaries	52,451	41,750
Social security costs	4,622	3,406
	<u>57,073</u>	<u>45,156</u>

The average number employees during the year was 3, being an average of 2.4 full time equivalent (2009:3 and 1.5 FTE).

There were no employees with emoluments above £60,000.

<b>4 Restricted funds</b>	Balance b/f £	Incoming £	Outgoing £	Balance c/f £
Voluntary Action Calderdale	1,410	-	-	1,410
Vinvolved	146	10,483	10,444	185
CMBC Community Services	-	26,220	25,840	380
Youth Opportunities Fund 2009	1,153	-	1,153	-
Youth Opportunities Fund 2010	-	5,811	4,530	1,281
Community Foundation For Calderdale	4,918	-	3,440	1,478
Lloyds TSB Foundation	13,541	15,000	16,074	12,467
BBC Children in Need	-	27,637	12,943	14,694
	<u>21,168</u>	<u>85,151</u>	<u>74,424</u>	<u>31,895</u>

# **GALYIC (Gay and Lesbian Youth in Calderdale)**

## **Notes to the accounts continued**

### **for the year ended 31 March 2010**

#### **4 Restricted funds continued**

<b>Fund name</b>	<b>Purpose of restriction</b>
Voluntary Action Calderdale	Youth services quality mark accreditation
Vinvolved	Create and develop volunteering opportunities for members
CMBC Community Services	To deliver the GALYIC youth group
Youth Opportunities Fund 2009	Towards the cost of taking eight young people to the National Schools Out conference in London
Youth Opportunities Fund 2010	Towards the cost of a residential and activities
Community Foundation For Calderdale	To raise awareness of the needs of LGBT young people with their parents by delivering a training course, producing a booklet and helping to set up an Fflag
Lloyds TSB Foundation	Support towards the managers salary and office rent
BBC Children in Need	To deliver a crisis intervention support service

#### **5 Tangible assets**

	Computers & equipment £	Total £
<b><u>Cost</u></b>		
At 1 April 2009	7,309	7,309
Additions	-	-
At 31 March 2010	<u>7,309</u>	<u>7,309</u>
<b><u>Depreciation</u></b>		
At 1 April 2009	5,495	5,495
Charge for year	<u>1,462</u>	<u>1,462</u>
At 31 March 2010	<u>6,957</u>	<u>6,957</u>
<b><u>Net book value</u></b>		
At 31 March 2010	<u>352</u>	<u>352</u>
At 31 March 2009	<u>1,814</u>	<u>1,814</u>

#### **6 Debtors and prepayments**

	2010 £	2009 £
Debtors	-	358
Prepayments	<u>370</u>	<u>292</u>
	<u>370</u>	<u>650</u>

#### **7 Cash at bank and in hand**

	2010 £	2009 £
Current account	50,975	47,973
Cash in hand	<u>55</u>	<u>2</u>
	<u>51,030</u>	<u>47,975</u>

## ***GALYIC (Gay and Lesbian Youth in Calderdale)***

### ***Notes to the accounts continued for the year ended 31 March 2010***

<b>8 Creditors and accruals</b>	2010	2009
	£	£
Creditors	235	1,048
Accruals	385	382
Deferred income	-	6,555
	<u>620</u>	<u>7,985</u>

### **9 Trustee expenses**

During the year 1 trustee was paid a total of £6 in respect of travel (previous year: 0 trustees and £0).

### **10 Related party transactions**

There were no related party transactions during this or the previous accounting year.