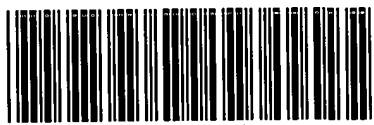


MANCHESTER
PRIDE

Annual Review and Financial Statements 2022

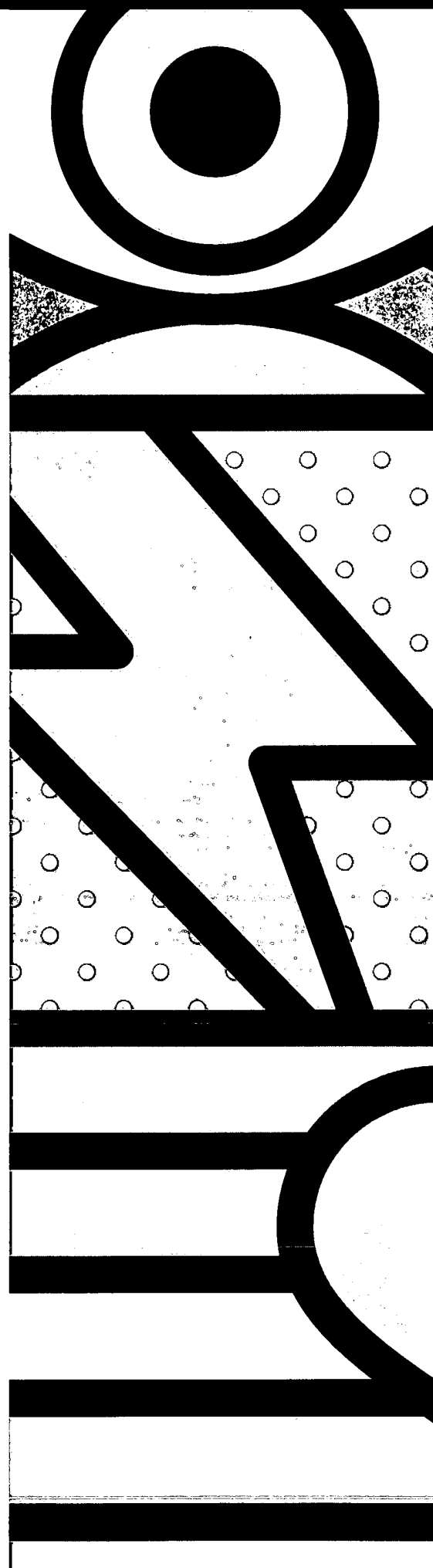
THURSDAY



ACCZRM4

A19 28/09/2023 #104
COMPANIES HOUSE

| | |
|----|--|
| 03 | Chair's Statement |
| 05 | 2022 at a glance |
| 06 | Chief Executive Statement |
| 08 | Reference and Administrative Details |
| 09 | The Manchester Pride Charity |
| 10 | What We Deliver and its Public Benefit |
| 11 | Legal Status and Governing Documents |
| 11 | Trustees |
| 12 | Organisational Structure |
| 13 | Pride In Our Future |
| 20 | Manchester Pride Festival |
| 25 | All Equals Charter |
| 26 | Manchester Pride Conference |
| 28 | Community Sessions |
| 29 | Youth Pride MCR |
| 30 | Superbia |
| 32 | Volunteers |
| 33 | Grants Programme |
| 34 | Financial Review |
| 35 | Risk Management |
| 36 | Statement of Trustees Responsibilities |
| 37 | Consolidated Financial Statements for Year Ended 31 December 2022 |





Dear Supporter,

It has been my great privilege to pen an opening statement to these annual reviews over recent years. In my rather poor attempt to string words and sentences together, I've always tried to open a small window into what's been going on at Manchester Pride – not just the things we've done but how we've done them and what we've learnt.

As I reflect on 2022, I am left with the sense that this year has been one of genuine renewal for the charity. The hallmark of this was undoubtedly the Pride in Our Future report which we published early in the year. This gave trustees, and the charity's team, a clear understanding of what was on your mind and what we needed to do to better deliver on your expectations and aspirations. This was the largest consultation we have ever conducted, and trustees would like to thank everyone who gave up their time to participate and give us views.

As a result, 2022 was a year of change. Once again community, activism and giving were placed at the heart of everything we did. That meant a Manchester Pride Festival focussed on the Gay Village Party. That meant unprecedented levels of co-creation with our communities to curate what arguably was our most diverse programme of events and experiences. And that meant a return of the much loved Manchester Pride Parade which COVID-19 had put a stop to since 2019.

Pride in Our Future also reminded us of the dangers of becoming complacent. I think the reality is that as individuals and organisations go about doing what they do, they can inevitably drift a little. That drift is not purposely done or malicious in intent, it is just a reflection of life. Pride in Our Future gave the charity an opportunity to connect even more strongly with our LGBTQ+ communities and our place in the modern pride movement to ensure what we were doing was what you wanted.

And as a result of what you said, we made choices. Yes, we changed the festival, but we did more. We chose to invest in more communication with you, more opportunities for you to input and more ways for us to campaign. That meant increased platforming of issues through our social media (including launching our first multi-media anti-hate crime campaign), a new website and a set of e-newsletters to help queer communities stay informed of what we were doing on your behalf.

However, the choice which I know was top of mind for trustees was the solution put in place around fundraising. Raising money for LGBTQ+ good causes is at the heart of Manchester Pride. After all, it's why Manchester Pride was founded. But it wasn't always clear what proportion of Pride ticket sales went to good causes.

04 Chair's Statement

In 2022, trustees sought to fix this with a pledge to donate a set amount from each ticket sold directly to the Manchester Pride Community Fund to support grassroots and other LGBTQ+ charity partners across Greater Manchester. Trustees hope that change, along with even more information on where your ticket money goes, will provide people with greater transparency. As a result of this new approach, in 2022, people who chose to buy tickets for the Gay Village Party raised £114,653 directly for the Community Fund.

So, there can be no doubt 2022 was a period of change. A time of rebuilding post-COVID-19, a time of choices made and a time when we were able to renew what we do on your behalf. And, if you will allow me a personal indulgence here, it was a time of change for trustees. At the end of 2022 Rob Malcomson, our treasurer, and I retired from the Board having served our terms and trustees completed a formal recruitment process to appoint successors. I know we both feel it has been an immense privilege to have been part of this queer led organisation. We would like to thank our fellow trustees and Mark and his amazing team for all their partnership and efforts over the years and to wish those who come after us every success.

As always, we would not be here and would not be able to do what we do without your support. So, to those who hold us accountable, champion us and aspire for us to be better, I'd like to say thank you.

Paul Wheeler

Chair, Manchester Pride Board of Trustees



Return of the parade:

13,500

participants

209

groups and organisations

500,000

spectators



Manchester Pride Festival 2022:

70,000

overall event attendees



£114,653

raised for LGBTQ+ causes



Like it or loathe it, change is inevitable. And 2022 was a year of change for Manchester Pride.

Having consulted with our communities at large, we began the year by publishing the findings of our largest consultation "Pride In Our Future". Collectively we harvested over 7,000 responses from people who helped to shape our bold plans and the charity's pledge to prioritise the needs identified by Greater Manchester's LGBTQ+ communities.

We're really grateful for the number of people who gave time to share their thoughts and suggestions of how they would like to see Manchester Pride continue to evolve and improve.

Manchester Pride is committed to being a learning organisation and there was a great deal for us to review, consider and reflect upon.

Being a member of the QTPOC (Queer Trans Intersex People of Colour) community, I was particularly struck by the sense of awareness and understanding within wider LGBTQ+ communities of the importance of prioritising the needs of queer people who are further marginalised. This is a theme which featured heavily in the design of our strategy.

In setting out our strategy, the Board of Trustees established four key pillars to categorise our objectives for the year; Community, Transparency, Activism and Giving. The clarity of purpose for the charity was refreshed for our communities to own and we stepped out with our best foot forward, knowing that what we were aiming to deliver perfectly matched their priorities. Our strategy for 2022 was bold, queer and inclusive.

We were thrilled to be in a position to deliver the Manchester Pride Conference in person which this year took place at The Lowry Theatre at Salford Quays. This event provided an opportunity for organisations, groups and individuals to learn more about the modern pride movement in general and understand how to support it all year round. We enjoyed a fantastic day of discussions, informative panels and workshops which all followed this year's theme "Greater Manchester, A City To be Proud In: Sustaining Greater Manchester's Legacy of pioneering LGBTQ+ rights".

Our approach to Manchester Pride Festival 2022 was centred around greater collaboration and co-design. We provided greater opportunities for year round engagement with the charity through a series of community sessions, listening groups and further, proactive inclusion initiatives. Manchester Pride Festival 2022 was designed for our communities by our communities.

Building on the success of the Gay Village Party in 2021, we set out to ensure that activism was firmly rooted at the heart of our events and that we were focusing our efforts on supporting the priorities and needs of our most marginalised communities: QTPOC and wider Trans communities. Some of the ways in which we achieved this were opening the weekend with an in-person Human Rights Forum, kicking off the weekend of performances with our Trans led and curated stage takeover "Trans Filth & Joy" and cementing "Black Pride MCR" as a firm fixture on our stage line up.

Pride is many things to many people. This remains one of the single greatest challenges to face when developing a strategy and outlining our plans for the year. We are committed to evolving and following the path that our communities ask us to follow.

Throughout the history of our charity, Manchester Pride has evolved and continues to innovate in order to better represent our communities and their priorities. Having raised £114,000 we were particularly pleased to re-launch our grant schemes this year, targeting the under-represented and aligning with the priorities outlined by our communities.

Like most charities, Manchester Pride was deeply affected by the pandemic. The repercussions continue to impact normal operations as we all attempt to adjust and settle into a new groove within a displaced world.

I'd like to say a huge thank you to all of my team, our volunteers, the board of trustees, partners and stakeholders. Our work continues and the challenges we face are tough. Together we will push forward as we continue to make Manchester a City to be proud in.

Mark.



08 Reference and Administrative Details

The Trustees, who are also directors for the purpose of company law, have pleasure in presenting their report and the financial statements of the group for the year ended 31 December 2022.

REGISTERED CHARITY NAME
Manchester Pride Limited

CHARITY REGISTRATION NUMBER
1117848

COMPANY REGISTRATION NUMBER
04671318

REGISTERED OFFICE
Manchester One
53 Portland Street
Manchester
M1 3LF

THE TRUSTEES

The Trustees who served the Charity during the year to the date of signing the Trustees Annual Report were as follows:

D McGovern
(appointed November 2022)

M Lawlor

V Empson

T Westwood

(resigned March 2023)

S Pegg

(resigned March 2023)

T Adebayo

M Emmerson

R Joshi

(appointed March 2023)

J Harrison

(appointed March 2023)

R Malcomson

(resigned November 2022)

P Wheeler

(resigned November 2022)

S Bowen

(resigned July 2023)

SECRETARY

V Empson

CEO

M Fletcher

DIRECTOR OF OPERATIONS/

DEPUTY CEO

S Owen

(joined June 2023)

HEAD OF ENGAGEMENT

F Hemani

OPERATIONS DIRECTOR

INDEPENDENT EXAMINER

Hurst Accountants Ltd

21 Tivot Dale

Stockport

Cheshire

SK1 1TD

BANKERS

National Westminster Bank Plc

Spring Gardens

Manchester

M2 1FB

SOLICITORS

DLA Piper

1 St. Peter's Square

Manchester

M2 3DE

Who we are

Manchester Pride is one of the UK's leading LGBTQ+ charities. We create opportunities to uplift queer communities and bring people together to celebrate LGBTQ+ life, while also campaigning for equality and inclusion across Greater Manchester.

How we operate

Manchester Pride is a charity, this means we are registered with The Charity Commission, and operate exclusively for charitable purposes. In order to register with The Charity Commission we had to meet a fixed criteria. In England and Wales, a charity is an organisation that is:

- **established for charitable purposes only**
- **subject to the High Court's charity law jurisdiction**

Purposes are what the charity is set up to achieve - they are explained in our governing document. To be charitable, a charity's purposes must:

- **fall within the descriptions of purposes**
- **be for the public benefit**

Like many charities, we get our income from a variety of sources, including donations, some grants, and through the delivery of Manchester Pride Festival.

Manchester Pride, similarly to many other charities, operates as a limited company and is fully audited. So, when you see reference to Manchester Pride Limited, that means the charity. It is common for charities to have trading companies which generate income (it's how many of the charity shops you see on the high street operate). In the case of Manchester Pride, our trading company doesn't run shops, it runs a four-day festival celebrating LGBTQ+ life.

In the case of Manchester Pride (the charity and limited company), we have a subsidiary trading company too, called Manchester Pride Events Ltd. Like Manchester Pride Ltd, Manchester Pride Events Ltd is a not-for-profit company. This company is registered with Companies House, is fully audited and is what is called a 'wholly-owned subsidiary'. That means any surplus generated by the company is given directly to the charity which owns it and no other entity profits from its work.

Manchester Pride Events Ltd organises the Manchester Pride Festival for the charity. All staff work for the charity to deliver its charitable goals.

The delivery of the Manchester Pride Festival is one of our most important charitable objectives: it is a celebration of LGBTQ+ life in Greater Manchester and exists to campaign for greater LGBTQ+ equality both at home and abroad. It is also our biggest source of income which supports us to deliver all of our other charitable objectives.

Goals

1.

Campaign for advancements of LGBTQ+ equality at home and abroad.

2.

Stage a world class celebration of LGBTQ+ life in Greater Manchester.

3.

Raise awareness of, and support for, the mental health of LGBTQ+ people.

4.

To make packages of support, including grants, available for LGBTQ+ communities groups, organisations, events and good causes in Greater Manchester.

There are many ways Manchester Pride as a charity delivers a public benefit and its charitable objectives. The most visible and famous is the delivery of the Manchester Pride Festival.

The Manchester Pride Festival is a four-day programme of events across August Bank Holiday which provides a very visible way for LGBTQ+ people to be out and proud in Manchester. The Manchester Pride Festival and Manchester Pride Charity are one and the same. The Manchester Pride Festival is delivered for the charity by its wholly owned and not-for-profit subsidiary company, Manchester Pride Events Ltd. The Manchester Pride Festival is the principal way by which Manchester Pride as a charity can deliver its charitable goals, as an organisation designed to help celebrate LGBTQ+ life and campaign for inclusion and equality across the city-region.



Why is celebrating LGBTQ+ life an important charitable objective?

The Manchester Pride Festival is 'party as protest.' Manchester Pride is part of the global LGBTQ+ liberation movement, celebrating queer people, culture and expression as loudly and publicly as possible in a refusal to hide in shame. As a large-scale social movement, Pride has grown exponentially in its 50+ year history in the aims of a movement for LGBTQ+ liberation. Greater Manchester has played a pivotal role in this and continues to do so today, from the anti-Section 28 march in 1988 to the campaigning and fundraising Manchester Pride undertakes year round.

We live in an overtly heteronormative and cisnormative world; a world which assumes that everyone is heterosexual and cisgender until stated otherwise. Historically, queer people were not seen as 'less normal' than cisgender and straight people, but rather they were off the scale of 'normal' entirely. If someone was to dare identify as LGBTQ+ then they were some sort of deviant, sick, predatory pervert and therefore a threat to civilisation, tradition (like marriage), children, and society as a whole.

These ideas about queer people pushed the LGBTQ+ community into the darkest margins of society, ostracising, silencing and erasing them wherever possible. We've come a long way, but the fight for queer liberation is far from over. With a rise in anti-LGBTQ+ hate crimes, rhetoric and legislation, it is more vital than ever that the Pride movement remains focussed on fighting for a world where LGBTQ+ people are free to live and love without prejudice.

The Manchester Pride Festival is a chance for us to draw attention to the issues facing LGBTQ+ people, show the world the vibrancy queer culture has to offer wider society, while also elevating and providing paid work to talented queer and diverse artists, performers and producers from Greater Manchester and beyond.

Manchester Pride is a company limited by guarantee, charity registration number 1117848 and company number 04671318. The Charity is governed by the memorandum and articles of association for the incorporated company as last amended on 19 December 2006. The Board are in the process of reviewing and updating the memorandum and articles of association as at the end of this financial year.

The directors of the charitable company are its trustees for the purpose of charity law and through this report are collectively referred to as the trustees.

The governing documents instruct the trustees to act in a way to promote the objectives of the Charity.



Trustees

Manchester Pride has worked hard to reflect the diversity of its community on its trustee board. Thanks to a concerted recruitment effort, we are privileged to have trustees from different backgrounds, genders, ethnicities, sexual orientations, gender identities and political persuasions.

In September 2021 the Board unanimously agreed to ask that Paul Wheeler and Rob Malcomson continue in their respective roles as Chair and Treasurer beyond their original term limits. Both were scheduled to retire in March 2022 and agreed to stay in their roles until November 2022. This decision was taken in the best interests of the Charity to assist in its recovery from the COVID-19 pandemic, to assist in implementing the Pride in Our Future Review and to allow sufficient time to identify suitable replacement Chair and Treasurer.

In November 2022 following an open recruitment process, the Board was pleased to appoint a new Chair, David McGovern, an experienced director in the public and charitable sectors. In December 2022, following a further open recruitment exercise, the Board identified a new Treasurer, Jenny Harrison, an experienced finance director working in the telecommunications industry. Jenny will be appointed to the Board at the AGM in March 2023.

The Annual General Meeting of the Charity appoints new trustees and Honorary Officers, appoints the auditors and considers and adopts the annual report and financial statements for the preceding year's activities.

The Board of Trustees is ultimately responsible for the running of the Charity. The Board has the following structure of sub-committees:

- **Performance and governance committee** – it oversees the proper governance of the charity, along with the Chair it helps to line manage the CEO and it ensures the charity delivers against its strategic goals.
- **Finance and risk committee** – financial oversight and managing the charity's risk register.
- **Fundraising and grants committee** – oversees the charity's grant giving activities.

At the heart of Manchester Pride is the Manchester Pride Festival. The delivery of a successful festival remains the main income source for the charity, without which it could not meet its charitable goals and objectives.

The trustees employ a full-time Chief Executive Officer (CEO) as the charity, and the financial and operational risk associated with the delivery of its festival, are too great for volunteer trustees to manage on a day-to-day basis.

Trustees delegate operational delivery of the Charity to the CEO.

Our Employees

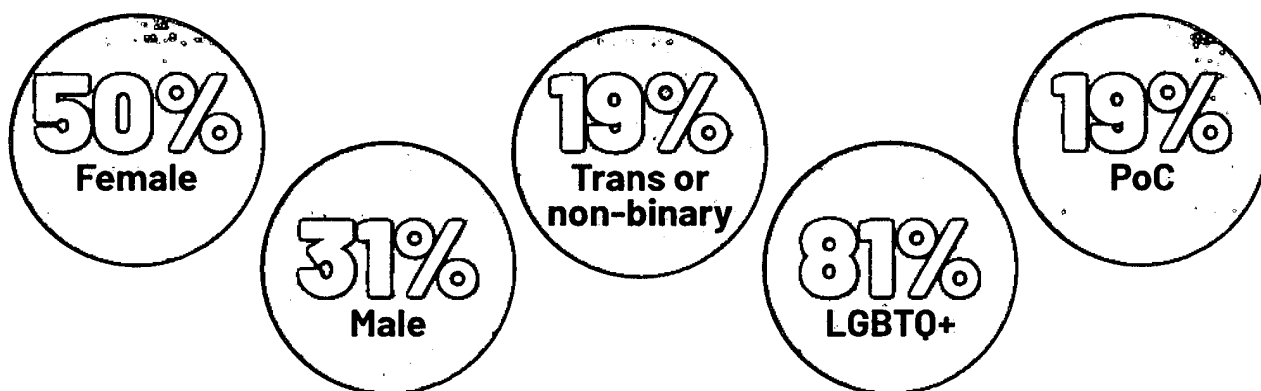
Headed by the Charity's CEO, the team at Manchester Pride has operational responsibility to deliver the Charity's objectives and ensure it provides a public benefit.

Staffing levels are agreed by the CEO and trustees based on a three-year plan and financial projections.

In any given financial year, we have a small team of full-time employees. That team then expands as temporary expert staff are brought onboard to help with the delivery of Manchester Pride Festival.

On an annual basis all employees are appraised, and they also receive regular training and coaching in support of their roles.

At the end of 2022 Manchester Pride employed 16 people across three departments, Operations, Engagement and Marketing.



Employee pay and benefits

The trustees of Manchester Pride set the pay and reward policy for staff, including the CEO. In doing so, we seek to meet our obligations as a charity with the desire to be a great place to work which attracts and retains talented, passionate people who want to make a difference.

The remuneration of staff is benchmarked against salaries paid by other charities and follows guidance from the National Council for Voluntary Organisations (NCVO). In addition, as our team (and our CEO in particular) is charged with overseeing a complex not-for-profit organisation, we benchmark their salaries against the market rate we'd have to pay for these types of specialist skills.



Your voices were heard. Following our in-depth community consultation, we're actively striving towards building you a better Manchester Pride.

In February 2022 we announced details on the Charity's future direction and the priorities for the Manchester Pride Festival, following community consultation.

The changes we implemented followed a six month review and consultation with the region's LGBTQ+ communities after some indicated the focus of our grant-giving no longer reflected some of the key causes that mattered most to them.

The findings from the consultation addressed key areas surrounding the charity's role in grant making for local groups and causes as well as the format and delivery of the annual Manchester Pride Festival celebrations in August.

The stand-out themes which will be taken forward include:

- **Manchester Pride will create more opportunities to consult with communities in order to co-design future Pride events.**
- **Connecting Manchester Pride's grant-giving work with input from communities.**
- **Ensuring all Manchester Pride events are accessible to all members of our communities we will:**
 - **Clarify and publish the commitment to low income tickets by the end of March.**
 - **Introduce quiet spaces at Pride events from this year.**
 - **Work towards an aspirational level of accessibility accreditation and offer to partner with LGBTQ+ business in the Gay Village to help them be part of this.**
- **Manchester Pride's August celebrations will continue, the charity will refocus its efforts back onto its activist roots.**
- **As a result, Pride celebrations will be focused around the Gay Village Party and MCR Pride Live will not go ahead in 2022 – it was identified as less important by the communities in furthering their aims.**
- **The Parade, The Candlelit Vigil, the Gay Village Party, Superbia Weekend, Youth Pride MCR, Family Pride MCR and Human Rights Forum will proceed – identified by our communities as vital elements of Manchester Pride.**
- **A fixed amount or percentage of each ticket purchased to Pride events will go directly to the community fund.**
- **The Board of Trustees will be more visible and connected with communities, and commit to ensuring greater transparency about the charity's actions.**

One of the key actions from the report was to ensure we give our communities greater visibility into the work we're doing week in, week out. We therefore consider it important to keep you updated as to our current performance against the actions detailed in the report.

The following matrix will take you through, step by step, each action from the report and provide you with details of the work we've done throughout 2022, and will continue to do, to achieve them. We will link to further references where appropriate for those who wish to dive a little deeper into our work.

COMMUNITIES

We will create multiple opportunities throughout the year to consult with our communities in order to co-design future Pride events. This will include workshops, consultations and surveys.

Details of all the opportunities our communities could co-design with us were published in the [Pride In Our Future March update](#).

In 2022 Manchester Pride hosted 22 listening groups and co-design sessions. 106 people attended these sessions.

We received 2,402 responses across three surveys.

We will create more opportunities for community group led and community curated events / activities at Pride events.

Manchester Pride facilitated 10 Community Sessions to use our platform to elevate community groups based in Greater Manchester.

Manchester Pride Festival events curated in collaboration with:

Trans Filth and Joy with Trans Creative and Milk Presents

Human Rights Forum with LGBT Foundation

Fat Pride

SWAGGA

Black Pride MCR

Queer Women's Takeover

Cutie-PoC Cabaret

The Candlelight Vigil with GHT and our community

Family Pride MCR with Proud 2 b Parents

Youth Pride MCR with The Proud Trust and AKT

The Superbia offering as a whole was completely community group led and curated.

The main party element of our Pride celebrations will be focused around the Gay Village Party, close to the roots of where our story began. The 'MCR Pride Live' event will not happen in 2022.

The heart of the 2022 Manchester Pride Festival was firmly centred around the Gay Village Party, details can be found on our [website](#).

We will engage further with local LGBTQ+ venues and businesses providing them with the opportunity to have greater involvement in the co-design for Pride events.

Manchester Pride worked closely with the Village Licensed Businesses Association (VLBA) before and during the festival to co-design elements of the Gay Village party, providing opportunities for collaborative programming and collective decision making.

A total of 5 meetings took place in 2022.

We will work with local LGBTQ+ groups, businesses and initiatives to find a solution that maintains the levels of safety demanded by our communities whilst also addressing the concerns of The Gay Village Party being fenced.

Manchester Pride successfully worked with stakeholders and developed a solution through policy which maintained a required level of security and addressed the fencing issue at the Gay Village Party. The Manchester Pride Safety and Wellness Policy can be found [here](#).

Ensuring all Manchester Pride events are accessible to all members of our communities we will:

- Clarify and publish the commitment to low income tickets by the end of March.
- Introduce quiet spaces at Pride events from this year.
- Work towards an aspirational level of accessibility accreditation and offer to partner with LGBTQ+ business in the Gay Village to help them be part of this.

Manchester Pride’s Low Income Ticket Programme aims to open up the celebrations to more people. Details of the low income tickets are shared on the main ticket page on the Manchester Pride website to ensure everyone looking to buy tickets is aware of this option and how to apply for them if they are eligible. Details of low income tickets can be found [here](#).

Quiet spaces were introduced at this year’s festival - including a dedicated space in the basement of the Townhouse Hotel.

A decision was made by the accessibility community group not to pursue an accreditation but rather to focus on the development of a new policy. The **Manchester Pride Accessibility Policy** is now live on our website.

Manchester Pride worked closely with LGBTQ+ accessibility organisation, Quiplash, for the 2022 Manchester Pride Festival. Quiplash aims to make the arts and LGBTQ+ spaces more accessible and, following their consultation, Manchester Pride were able to develop a policy that really works for our communities with accessibility needs.

We will platform and signpost to support groups / initiatives that work with LGBTQ+ people throughout Greater Manchester all year round. Where there are gaps in provision, we will seek to develop such groups, initiatives with partners in Greater Manchester.

Manchester Pride has platformed and signposted to many other groups and initiatives that work with LGBTQ+ people throughout the year. Examples include promoting More Than Existing, an exhibition and event celebrating trans relationships, and sharing **Mia’s coming out story** for Bisexual Awareness Week. We use our large social media audience to give these projects a wider reach than they’d achieve on their own.

Manchester Pride recruited a Community Engagement Officer to work closely with a wide variety of LGBTQ+ groups across Greater Manchester to ensure Manchester Pride has an authentic view of the needs of all aspects of our communities.

We have established Community Sessions, monthly events delivered in partnership with community groups helping them raise awareness and increase their memberships.

Utilising our engaged audience we will use our platform to promote LGBTQ+ community and grassroots events throughout Greater Manchester all year round.

Superbia is Manchester Pride’s platform which celebrates LGBTQ+ arts and culture in Greater Manchester. The Superbia website was relaunched in 2022, offering a new and improved, intuitive platform designed to make it easier to discover events throughout the region.

The Superbia initiative continues to be promoted across all Manchester Pride platforms, detailing the community and grassroots queer cultural events.

Examples of this include promoting **Black Angel** as part of Black History Month and all the **local Prides throughout Greater Manchester**.

GIVING

We will commit a fixed amount or percentage of each ticket purchased to go directly to the Community Fund. This amount will be clearly communicated to ticket buyers at the point of purchase. We will also provide greater clarity on where the remainder of the amounts generated from ticket sales is attributed. The exact commitment will be shared with our communities by the end of March 2022.

A fixed donation of £2.50 from every ticket purchased for the Manchester Pride Festival was distributed to the Manchester Pride Community Fund. Over £114,000 was raised from the 2022 Manchester Pride Festival.

Manchester Pride created an infographic to demonstrate where the remaining costs of the ticket is attributed, for example the delivery of free to attend events such as the Parade, and staging, lighting and production for all the performers. The infographic was shared at the point of purchase both on the Manchester Pride website and the Ticketmaster website to ensure all those buying tickets for the Manchester Pride Festival had transparency over the ticket price. **Details of the infographic** can be found on the Manchester Pride website.

By the end of May 2022 we will overhaul our grants making process making it clear and more transparent. To achieve this, we will:

- Establish a new community grants panel. This will enable us to involve external community members in the grant application review process.
- Streamline and then publish a new grant application process and accompany this with support for applications to ensure grants are accessible to all.
- Once we've collaborated with our community grants panel and grants have been awarded we will publish details of all successful grant applications.

A new **Grant Making Policy** was developed and is available to read on the Manchester Pride website.

We recruited a **Community Grants Panel** in quarter 4 of 2022, details of all the panellists and the scope of their responsibilities is available on the Manchester Pride website.

The Grant application process has been reviewed and updated. Grant applications for community, Superbia and local pride grants opened on 1 October. **Further details on how to apply for a grant** can be found on the Manchester Pride website.

Grant applications opened in October 2022. The grants application forms have been adapted to collect all relevant information to be published at the end of each grant cycle.

The first grant cycle finished at the end of January 2023 and Manchester Pride Trustees and the Community Grants Panel met on 13 February to review application and award grants.

Details of those awarded a grant will be published on the Manchester Pride website and also on 360 Giving.

Priority will be given to grant applications that match the key issues outlined by our communities. The issues identified for 2022/2023 will be published on our website by the end of March 2022.

Details of the **grant application process** can be found on the Manchester Pride website.

The key issues outlined by our communities are:

- HIV Stigma
- LGBTQ+ Events
- LGBTQ+ Mental Health
- LGBTQ+ Sexual Health
- LGBTQ+ Wellbeing

We will consult with Greater Manchester’s LGBTQ+ communities every year to ensure that our grant giving remains aligned with the key priorities of our communities as they continue to evolve.

The Pride In Our Future 2022 consultation took place between August and October 2022. We received 2,402 responses across three surveys. The themes from which were shared for review by trustees in January 2023.

The Pride In Our Future 2023 consultation will take place between September - November and the priorities will be published in January 2024.

We will adopt a more proactive approach to grant making, applying the principle of equity to help reach further marginalised and intersectional groups.

A new and improved grants process was launched in 2022. Grant applications can be submitted through the Manchester Pride website.

The grant application process is supported by an engagement strategy aimed at targeting communities recognised as priorities following the Pride In Our Future consultation.

Those priorities include:

- **Disabled LGBTQ+ people**
- **Queer, Trans and Intersex People of Colour (QTIPoC)**
- **Wider trans communities**
- **Grassroot community groups and networks**
- **Local LGBTQ+ charities**
- **Local HIV charities**
- **Small, independent LGBTQ+ organisations**

ACTIVISM

The Pride events programme will focus on protest and activism. The ‘MCR Pride Live’ event will not happen in 2022

The 2022 Manchester Pride Festival opened, for the first time, with an in person Human Rights Forum. Bringing together prominent activists and thought-leaders to discuss the challenges that continue to face LGBTQ+ communities today, and what we as individuals can do to bring about political or social change.

The Parade is a core event of the Manchester Pride Festival, the theme in 2022 was ‘March for Peace’ embedding the spirit of protest and activism.

The Manchester Pride Conference provides us with an opportunity to engage with our communities and allies year round. The Conference which was held on 22nd March 2022, provided the opportunity for audiences to attend a diverse range of panels and workshops featuring some of the UK’s leading LGBTQ+ voices. The conference aims to assist attendees in expanding their knowledge on LGBTQ+ issues, whilst also providing practical tools and resources to drive change within organisations and as individuals, all year round.

George House Trust will have greater visibility at The Candlelit Vigil and we will further support the campaign to end HIV stigma.

Manchester Pride worked closely with George House Trust in the planning and delivery of a successful Candlelit Vigil 2022.

We co-created and delivered a marketing campaign in partnership with George House Trust in the run up to and during **World AIDS Day**.

We will elevate and embed the heritage and history of the Pride movement, particularly in Greater Manchester, into all Pride events and charitable activities, providing opportunities for education to our LGBTQ+ communities, allies and supporters. We will look to partner with stakeholders and other interested parties to help make this happen.

Manchester Pride will support an iconic issue to campaign for each year as outlined from the priorities identified by our communities.

- In 2022, based on the feedback from this review, we will campaign against hate crimes against LGBTQ+ people.
- We will survey our communities each year to inform the theme for our annual campaign.
- We will proactively engage in community focused campaigns throughout the year by using our platforms to lend support.

TRANSPARENCY

We will make improvements to charity communications across the board. This will include updates to the website, regular email communication to our database of supporters, more visibility of our team and regular, engaging social media updates. These changes will be made by the end of March 2022.

Our Board of Trustees needs to be more visible to, and connected with our communities. We will take steps to ensure this happens, including regular listening sessions and more regular connections between trustees and other LGBTQ+ organisations and stakeholders.

Manchester Pride curated content with social media influencer Zack Hipps called 'Pride of Place' which highlighted the heritage and history of the Pride movement in Greater Manchester.

This campaign consisted of 9 videos which in total garnered over 200,000 views.

We published the [History of Manchester Pride](#) on our website and weaved our story into our communications.

In October 2022, during Hate Crime Awareness Week Manchester Pride launched 'I Choose Kindness', a campaign to raise awareness of hate crimes against LGBTQ+ people and provide resources to tackle the issue and support our communities. The campaign is ongoing and we will create multiple ways for people to engage with the campaign throughout 2023.

The Pride In Our Future 2022 consultation took place between August and October 2022. The themes from which were shared for review by trustees in January 2023.

We received 2,402 responses across three surveys.

Manchester Pride engaged with several community focused campaigns including the [Ban Conversion Therapy Coalition](#) campaign, the [MPox awareness campaign](#) and created a [campaign against FIFA and the 2022 World Cup in Qatar](#).

An email marketing strategy was developed and weekly newsletters are sent to our subscribed communities and supporters. 1.2M emails were sent in 2022. You can [subscribe to the newsletter here](#), to receive regular updates from the Manchester Pride Charity.

Manchester Pride launched a new website in April 2022.

The Manchester Pride Team attended every event hosted by Manchester Pride.

Manchester Pride is active across [Facebook](#), [Twitter](#), [Instagram](#), [LinkedIn](#) and [TikTok](#). We regularly share engaging updates around our events and our work as a charity.

Manchester Pride Trustees attend every event hosted by Manchester Pride.

Trustees also joined several key stakeholder meetings including those with the VLBA and Manchester City Council.

Our work to make the Board of Trustees more visible to our communities is ongoing and will include profiles on the Manchester Pride website, social media update and inclusion in our weekly email newsletter.

Our vision, mission and goals will be clearly outlined and published ensuring LGBTQ+ communities know exactly what we do.

Details of our purpose, work, vision, missions and aims are published on our [website](#) and within our Annual Reports.

We will publish the grants process. This will include clearly outlining the causes our communities have asked us to prioritise, details of the grants that have been awarded and follow up with outcomes of the organisations who benefited from a grant.

Details of the updated Grants process are published on the Manchester Pride website.

Grant Applications opened in October 2022 and once the first round of Grants have been awarded, details will be published on the Manchester Pride website and also on 360 Giving.

We will ensure greater visibility of, and clarity through our annual report and audited accounts.

All Annual Reviews from 2019 - 2021 are available to [read on the Manchester Pride website](#).

Further information is included in this document, our Annual Review for 2022.

We will ensure greater visibility of, and clarity through our annual report and audited accounts.

All Annual Reviews from 2019 - 2021 are available to read on the Manchester Pride website.

We are committed to preventing the over commercialism of Pride events. To do this we will refresh our commercial policy and make it public by the end of April 2022.

The Commercial Engagement Policy is available on our website.

We are actively working to ensure all our partners are signed up to the [All Equals Charter](#).

By the end of May we will publish the safety policy, displaying our commitment to create safe spaces for our communities and how we do this.

The **Manchester Pride Safety and Wellness Policy** is available on our website.

A total of 27 Safety Advisory Group meetings took place in 2022.



Manchester’s annual LGBTQ+ celebration, the Manchester Pride Festival, returned to the city over the August bank holiday weekend. This year, the celebrations centred around the Gay Village Party with all performers appearing across three stages in the village area. The Festival also played host to:

- The Manchester Pride Parade
- Candlelit Vigil in partnership with George House Trust
- Human Right Forum in partnership with LGBT Foundation
- Family Pride MCR in partnership with Proud 2 b Parents
- Youth Pride MCR in partnership with The Proud Trust and AKT
- Superbia

The Manchester Pride Festival is instrumental to how we as a Charity deliver our public benefit. A £2.50 fixed donation from every ticket goes to the Manchester Pride Community Fund, and every penny goes to supporting LGBTQ+ causes and projects in Greater Manchester. The remaining cost of the ticket goes on the delivery of a safe and successful Festival.



Based on the budget for this year’s Manchester Pride Festival, the cost of the pledge band is broken down as follows:

1% - VOLUNTEER PROGRAMME

Volunteering is a rewarding experience and a great way to make new friends. Volunteers are managed across the weekend by a dedicated volunteer manager who coordinates their activities that help the Manchester Pride Festival run smoothly. The team of volunteers are provided with training, a uniform and refreshments.

1% - ACCESSIBILITY

We are dedicated to making sure our events are accessible to everyone and have increased our investment in this area following feedback from our communities. Accessibility consultants, accessibility liaison team, BSL interpreters, viewing platforms and accessible loos are just a few of the provisions that go into making the Manchester Pride Festival accessible for disabled and neurodivergent people.

12% - FREE TO ATTEND EVENT DELIVERY

It's important for us to keep events such as the Parade and Candlelit Vigil free and accessible to all but these events cost money to deliver in a safe and enjoyable way. Purchasing a ticket ensures we can continue to deliver these essential Festival events.

6% - ARTISTS

Hundreds of artists and performers appear at the Manchester Pride Festival, from DJs to Drag Queens. We work hard to bring you a line-up of artists and performers loved by LGBTQ+ audiences. Furthermore, we're committed to platforming Queer talent from Greater Manchester and beyond providing paid work for their performance.

22% - EVENT PRODUCTION AND INFRASTRUCTURE

The whole event site is built from scratch to bring the garden spaces and car parks to life as an arena to showcase a world class LGBTQ+ line-up. Fences, toilets, bars, market stalls, dressing rooms, even the box office are all brought in especially for the Manchester Pride Festival to help you enjoy the celebrations in the best way possible.

24% - HEALTH & SAFETY AND CROWD MANAGEMENT

Months of planning and consulting with Manchester City Council, Manchester Fire & Rescue, Greater Manchester Police, North West Ambulance service and private security firms goes into ensuring a safe delivery of the Manchester Pride Festival. As with all major events, we must pay for policing. Purchasing a ticket also ensures we have a 24 hour medical cover, a welfare area, adequate crowd control measures to ensure everything from the Parade to the Gay Village Party is enjoyed with peace of mind.

7% - LICENCING AND LEGAL FEES

Manchester Pride applies for temporary events licences and hires the space to be able to create the staged and programmed areas of the Festival. PPL PRS is required for the use of music and performance across the bank holiday weekend and ensures the appropriate royalties are paid to those involved in the creation of music. Solicitors are needed to draw up contracts and ensure everything is above board.

6% - EVENT COMMUNICATIONS

The Manchester Pride Festival is promoted to ensure we sell enough tickets to be able to put the event on, and raise funds for LGBTQ+ good causes. A number of media professionals staff the press office to handle media enquiries in the run up and during the Manchester Pride Festival. Social media, photography and video help media from all over the world look to Manchester during our celebration. Maximum coverage ensures queer people, culture and expression are loudly publicised in a refusal to hide in shame.

8% - STAFFING

This relates specifically to the temporary event staff that are brought in to help run the event during the building up, across the bank holiday weekend and the breakdown of the event. Roles include artist liaison, box office team, technicians and stage managers to name just a few.

8% - STAGE, LIGHTING AND SOUND

The whole event site is built from scratch to bring the park spaces and car parks to life as an arena to showcase a world class LGBTQ+ line-up. We bring in industry leading suppliers to ensure you enjoy the line-up in the best possible way.



Artist Line-Up:

86%

Queer

53%

Manchester based

53%

Women

56%

PoC

43%

Trans and non-binary

11%

Disabled



First in-person Human Rights Forum, kicking off the Festival on Thursday 25 August.



Parade

73

LGBTQ+ organisations

40

non LGBTQ+
not for profit

29

Public Sector

7

Greater Manchester
independent
businesses

6

Small businesses

70

LGBTQ+ networks and
Commercial businesses

Total of

225

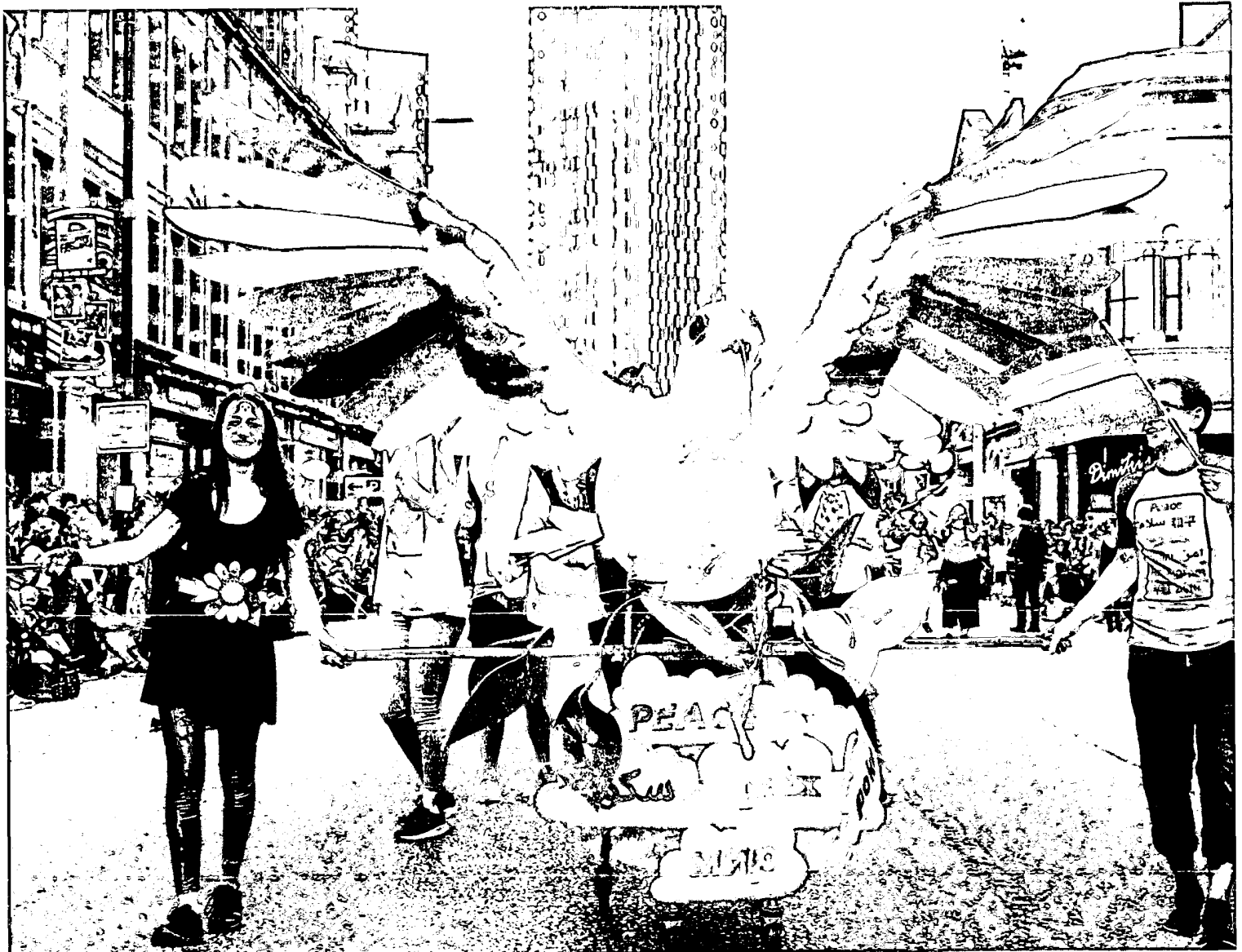
Entries

13,680

Walkers

64

Vehicles



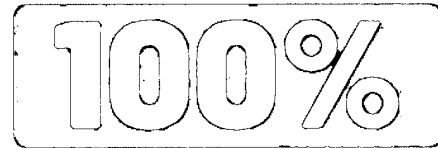
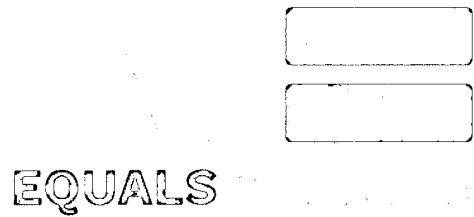
The All Equals Charter is Manchester Pride’s programme to help businesses and organisations understand, recognise and challenge any form of discrimination in the workplace.

The Charter aims to make the workplace inclusive, diverse and equal for marginalised people.

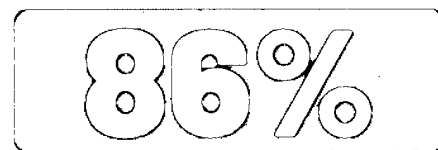
Throughout 2022 we have worked to raise awareness for the All Equals Charter and encourage more organisations to join. We’ve seen a steady organic increase in membership across the year, with 65% of members also going on to either full accreditation or our Getting Started programme.

All Equals Charter members include:

- The Growth Company
- The Salford Foundation
- Tameside and Glossop Council
- Bruntwood
- Booking.com



of organisations said that All Equals Charter accreditation improved their inclusion practices.



of organisations said they felt more confident delivering LGBTQ+ inclusions as a result of completing All Equals Charter accreditation.



"Our achievement reflects the determination to build an inclusive workplace for all colleagues and we continue to challenge ourselves and celebrate when our ideas become a reality."

Vicky McDonald, Director of HR & OD from The Growth Company.

We were delighted to welcome audiences in person to the annual Manchester Pride Conference after two years of virtual events. Taking place at The Lowry on 22 March, the Conference provided an opportunity for people to hear from some of the UK's leading LGBTQ+ voices.



The Conference aims to assist attendees in expanding their knowledge on LGBTQ+ issues, whilst also providing practical tools and resources to drive changes within organisations and as an individual, all year round.

"I didn't know how much I needed to hear these talks until I went to them."

Conference attendee

Greater Manchester, A City to be Proud In: Sustaining Greater Manchester's Legacy of Pioneering LGBTQ+ Rights

Talks, panel discussion and interactive workshops were all centred around Manchester's legacy in LGBTQ+ advancements. As a city we have always been dedicated to transformation, unity, collaboration, social justice and equality, as the saying goes... We do things differently here.

Eager to open conversation about how each one of us can work to sustain Manchester's legacy in pioneering LGBTQ+ rights we invited a wide cross section of speakers and contributors. Spotlight talks were delivered by:



NATHANIEL HALL



DONNA TRUMP



TOLU AJAYI



ANNA PHYLACTIC



STOCKPORT PRIDE



SALFORD PRIDE

27 Manchester Pride Conference

Panel discussions covered the following topics:

- Greater Manchester Activism and beyond: The Next Steps
- Tackling racism within the LGBTQ+ community
- How are we making spaces accessible for neurodivergent and disabled LGBTQ+ people?
- The Changing Landscape of Global LGBTQ+ Rights
- Protecting Trans Youth
- Working Class and Queer

Manchester Pride's Inclusivity Development Manager, Dr. Christopher Owen, lead an informative and interactive workshop on LGBTQ+ Affirmation and the future of EDI.

Watch back on the Manchester Pride Conference 2022 below:



28 Community Sessions

Community Sessions are monthly engagement workshops facilitated by Manchester Pride and hosted by grassroots LGBTQ+ organisations operating in and around Greater Manchester.

The Community Sessions initiative was set up in response to feedback from our communities who indicated they wanted to find out more from organisations that support intersectional LGBTQ+ communities.

Launched in March and running every month throughout 2022 we invited our supporters to join us in celebrating and learning more about incredible community groups that make LGBTQ+ life in Manchester so special.

| | | | |
|----------------------------------|------------------------------|-------------------------|--------------------------------|
| MARCH Girl Gang | APRIL BiPhoria | MAY Hidayah | JUNE Out In the City |
| JULY Sober Gay Socials | AUGUST Every Brain | OCTOBER Pluto | DECEMBER Trans Pride |

Our Community Sessions initiative was made possible thanks to support from our sponsor Booking.com.



YOUTH PRIDE MCR

Youth Pride MCR is a project by Manchester Pride which aims to improve the lives of young LGBTQ+ people and their allies. We facilitate fun and educational workshops in safe and accessible spaces, providing young queer people with opportunities to connect with like-minded individuals across the city.

The objectives for Youth Pride MCR are:

- To provide a safe space for LGBTQ+ people aged 14 - 18.
- Reduce isolation.
- Improve mental health.
- Build confidence.
- Develop creative skills.
- Improve employability in creative sectors.

Activities undertaken at Youth Pride MCR workshops throughout 2022 include:



- Wellbeing workshops.
- Movement Workshops.
- Performance workshops and choreography.
- Tasting menu sessions at Wagamama.
- Placard making session with youth organisation, RECLAIM.
- Art workshops partnered with OT Creative Space in Trafford, these works were displayed in the Proud Place over Manchester Pride Festival weekend.
- Clay workshops.
- Movie screenings.

Youth Pride MCR has continued to grow across the year, almost doubling our number of members in the lead up to and following the Manchester Pride Festival.

100%

of Youth Pride MCR members said that the programme helped reduce isolation.

94%

of Youth Pride MCR members said they felt represented.

82%

of Youth Pride MCR members said the programme helped them develop creative skills.

94%

of Youth Pride MCR members said the programme helped them build confidence.

"Thank you for everything Youth Pride has given me the last 2 years. I have loved every minute of it and it has helped me grow so much as a person and helped me discover who I am as a person."

Youth Pride Member

Superbia

BY MANCHESTER PRIDE

Manchester Pride is committed to supporting queer arts and culture in Greater Manchester. Superbia is the initiative through which we host queer events by, about and for LGBTQ+ people. We also run collaboration projects with local groups and members of our communities, and spotlight the work of queer artists and collectives in Greater Manchester, year round. The Superbia programme aims to promote positive mental health and wellbeing through creative arts, helping to reduce social isolation and providing opportunities for communities to connect.

Superbia at Manchester Pride Festival

As part of the Manchester Pride Festival we hosted a selection of exciting arts and culture events. The 2022 Superbia programme was expertly curated by producer Beau-Azra Scott and included events such as a feminising make-up masterclass, Disabled Queer & Hear and Feel Good Fest.

Wowgals present a Feminising Make-Up Masterclass & Mixer

International makeup artist Patti Baston shared all her tips and tricks on how to finesse the perfect feminising makeup application at this special masterclass as part of Superbia at Manchester Pride Festival. Through Patti's 12 years of experience as a makeup artist, she has combined her knowledge of different makeup styles to cultivate a simple and effective makeup look that can bring out femininity in any face.



"As a Trans Woman, I understand the power that makeup can give us all. Whether you use it to alleviate dysphoria or to express yourself, I want to equip you with better tools to be able to execute a flawless look. I hope you'll leave this class with a more comprehensive understanding of how we can enhance your features and bring out your femininity"

Patti Baston

Disabled, Queer & Hear; Drop-In Social & Show

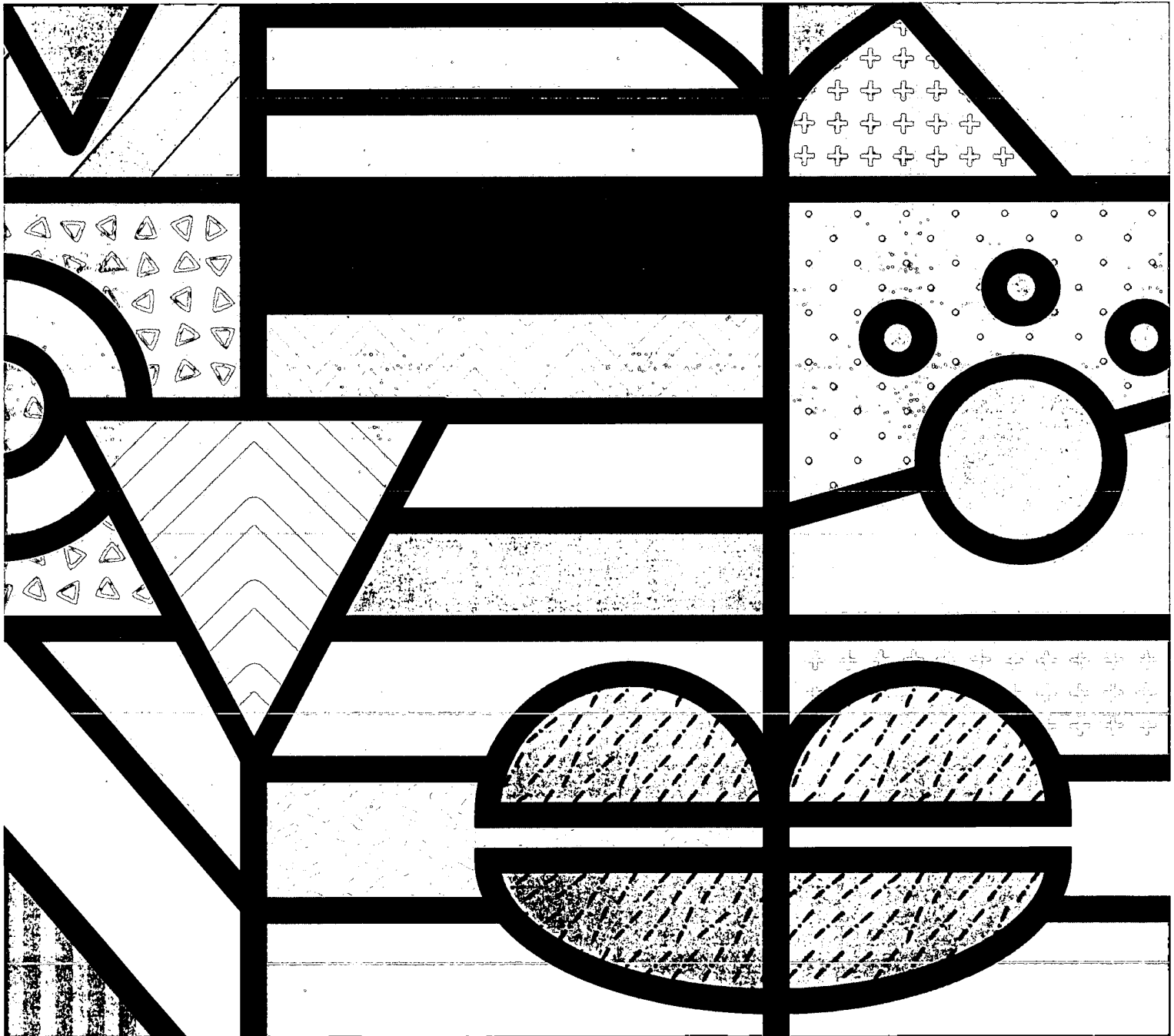
Disabled, Queer and Hear hosted a wonderful social space and series of performances from Sugar Cube, George the Dragon, and House of Crip at their drop-in social & show as part of Superbia at Manchester Pride Festival.

Disabled, Queer, and Hear is a not-for-profit association focused on raising disability awareness and promoting inclusivity nationwide. The group provides a platform for queer people with disabilities to show off their skills and talent in the public arena, giving them a chance to be seen, connect with other artists, and be a part of the community.



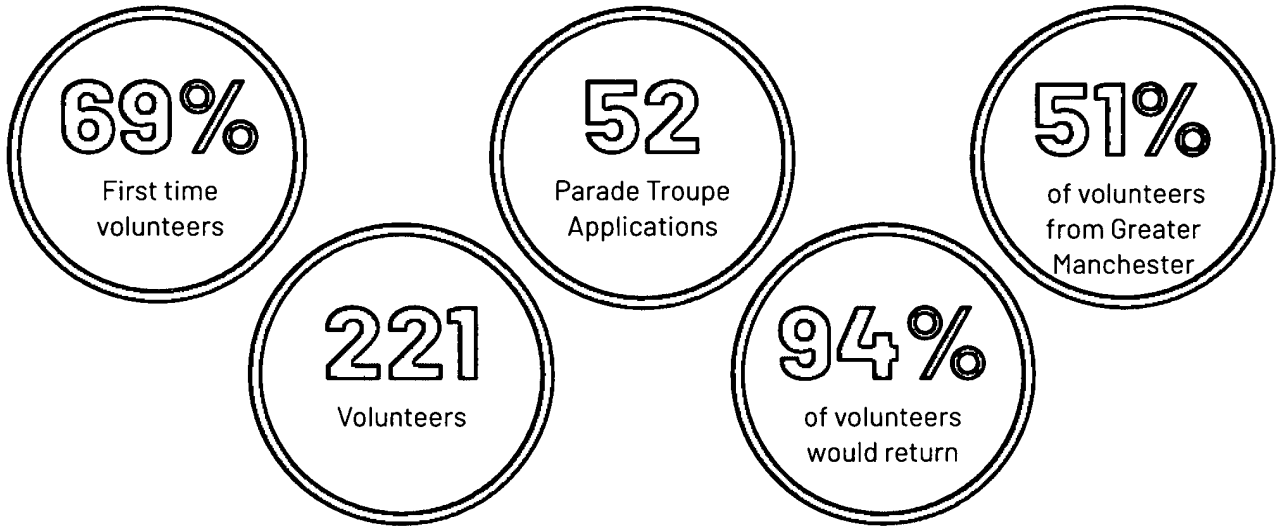
Feel Good Fest at Superbia hosted an all-day-explosion of queer joy bringing together all corners of our wonderfully varied community, with attendees enjoying live music, talks, queer art, mixers and more!

Charlie Craggs kicked off the day with a special edition book signing of her award-winning book "To My Trans Sisters", and Pops Roberts (of Lovescene) and DJ Paulette discussed what it is to be Queer Women in Music. Darren Pritchard, the founder of Ghetto Fabulous, talked all things Black Queer Joy alongside some special guests, and Zha Olu and Tyron Webster performed live. We found out what it is to be "Queers in Business", and we enjoyed a plethora of queer art throughout the day - topped off by a Superbia-special-edition of Miss Chief cabaret fronted by 7-foot-drag-supermodel Banksie, alongside more incredible performers!



Without the support of our amazing volunteers, we wouldn't be able to support LGBTQ+ communities across Greater Manchester the way we do. The hours of work delivered by volunteers has totaled 3,969 in 2022, which is the equivalent to 2.6 additional full-time equivalent (FTE) jobs.

All our volunteers received free EDI training. Furthermore, volunteering at Manchester Pride Festival develops skills and knowledge in managing events, fundraising and engagement but most importantly it provides an opportunity for LGBTQ+ people to make new friends and feel connected to the community.



"It was a truly fantastic experience and I honestly loved every second! I met some amazing people who will be friends for a long time and I'll be back again next year. It's such a fabulous opportunity to experience the festival, give back, and celebrate this wonderful community."

Manchester Pride Volunteer

"Really enjoyed it, and will definitely be back next year. Felt extremely supported and got to meet loads of great new people. Will absolutely be applying again next year."

Manchester Pride Volunteer

In 2022 we were very pleased to launch the Manchester Pride grant schemes to benefit the LGBTQ+ people in Manchester. As a result of our fundraising activities in 2022, £114,653 was available to support LGBTQ+ projects, events and initiatives. Our grants programme is divided into 3 funds:

Community Fund

Grants from £250 - £1,000 are available to support grassroots community groups and organisations. This fund is designed to support the activities of local community groups, voluntary groups and organisations that work towards improving the quality of life and wellbeing of LGBTQ+ people.

Superbia Fund

Superbia is Manchester Pride's year round calendar of Queer arts and culture. Grants from £250 - £1,000 are available to support the staging of Queer arts or cultural events, or to bring to life a project or initiative with a message to challenge discrimination and raise awareness of LGBTQ+ issues.

Local Pride Fund

Grants from £250 - £1,000 are available to provide support for particular projects within your Pride programming. Local Pride Grants can be enhanced with additional support from volunteers, promotion on our Superbia website, and signposting via our newsletter and social media.



Manchester Pride is a charity and has no shareholders. All income generated by the charity is retained by the charity to help it deliver its charitable objectives.

It generates income from a variety of sources including from direct donations and some grants. However the main source of income to enable us to deliver our charitable objectives comes from its not-for-profit trading company, Manchester Pride Events Ltd, which organises the Manchester Pride Festival.

Financial Control

Budgets are presented and approved at the beginning of the financial year and monitored throughout the year.

In 2021, Manchester Pride has appointed new external and independent auditors.

Reporting requirements

Management accounts are reviewed monthly by the trustees, along with statements on cash and reports on income generation and expenditure against budget. Staff and other management issues are reviewed by the Board. So far as is possible and in line with best practice, the Board focuses on the strategic direction of the organisation and its governance.

In this context, from time to time the trustees and senior managers meet for longer periods for business planning purposes.

Reserves Policy

As at 31 December 2022, the Group has net current assets of £258,683 (2021: £210,183) and net assets of £111,775 (2021: net liabilities of £1,411).

The Charity has a medium term financial plan to further diversify income streams, respond flexibly to the ongoing pandemic and rebuild reserves over a three year basis.

During 2022, the Charity has been able to return to delivering its activities as it did prior to the COVID-19 pandemic. At the time of approving the financial statements, the Trustees have reasonable expectation that the Charity has adequate reserves to continue in operational existence for the foreseeable future. The directors therefore consider it appropriate to adopt the going concern basis of accounting in preparing these financial statements.

The trustees acknowledge their continuing responsibility for identifying the major risks faced by the Charity, keeping those risks under review and taking appropriate steps to manage those risks. The Charity maintains a risk register, with a list of mitigating controls. This is reviewed regularly by the Board of Trustees. As per the risk register, the principal risks and uncertainties facing Manchester Pride, and subsequent mitigating procedures are:

| Risk and impact | Mitigating procedures |
|---|---|
| <p>Loss of key staff:</p> <ul style="list-style-type: none"> • Experience or skills lost • Operational impact on key projects and priorities • Loss of contact base and corporate knowledge | <ul style="list-style-type: none"> • Succession planning considered by the Officers Committee • All systems and procedures are documented • Training opportunities in place for continued professional development • Agreed notice periods and handovers • Established skills-based staff recruitment process in place <p>The Board considers that adequate controls are in place.</p> |
| <p>Competition from similar organisations:</p> <ul style="list-style-type: none"> • Loss of contract income • Reduced fund-raising potential • Reduced public profile • Profitability of trading activities | <ul style="list-style-type: none"> • Monitoring and assessment of performance and quality of service • Reviewing market and methods of service delivery • Agreeing fund-raising strategy • Ensuring regular contact with funders • Monitoring public awareness and profile of charity <p>The Board considers that adequate controls are in place.</p> |
| <p>Health, safety and environment (event attendees)</p> <ul style="list-style-type: none"> • Product or service liability • Ability to operate • Injury to beneficiaries and the public • Terrorist attack | <ul style="list-style-type: none"> • Compliance with law and regulation • Training staff and compliance officer • Monitoring and reporting procedures in place <p>The Board considers that adequate controls are in place.</p> |

36 Statement of Trustee Responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' 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 . 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 Group and the Charity and of their incoming resources and application of resources, including their 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 of the Charities SORP (FRS 102).
- Make judgements and accounting estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity 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 Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Auditors

The auditors, Hurst Accountants Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

David McGovern
D McGovern

Trustee

J Harrison
J Harrison

Trustee

Date: 27 Sep 2023

27 Sep 2023

Manchester Pride Limited
Consolidated Financial Statements
for the year ended 31 December 2022

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited

Opinion

We have audited the financial statements of Manchester Pride Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, 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 '02 '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 Group's and of the parent charitable company's affairs as at 31 December 2022 and of the Group's 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 and the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinion 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 Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) 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 Trustees 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 Trustees are responsible for assessing the Group's and the parent charitable 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 Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

Auditors' 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 auditors' 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Identifying and assessing potential risks related to irregularities

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- The nature of the industry and sector in which the company operates; the control environment and business performance including key drivers for directors' remuneration, bonus levels and performance targets.
- The outcome of enquiries of local management and parent company management, including whether management was aware of any instances of non-compliance with laws and regulations, and whether management had knowledge of any actual, suspected, or alleged fraud.
- Supporting documentation relating to the Company's policies and procedures for:
 - Identifying, evaluating, and complying with laws and regulations;
 - Detecting and responding to the risks of fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- The outcome of discussions amongst the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.
- The legal and regulatory framework in which the Company operates, particularly those laws and regulations which have a direct effect on the financial statements, such as the Companies Act 2006, pensions and tax legislation, or which had a fundamental effect on the operations of the Company, including General Data Protection requirements, and Anti-bribery and Corruption.

Audit response to risks identified

Our procedures to respond to the risks identified included the following:

- Reviewing the financial statements disclosures and testing to supporting documentation to assess compliance with the provisions of those relevant laws and regulations which have a direct effect on the financial statements.
- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud.
- Evaluation and testing of the operating effectiveness of management's controls designed to prevent and detect irregularities.
- Enquiring of management about any actual and potential litigation and claims.
- Performing analytical procedures to identify any unusual or unexpected relationships which may indicate risks of material misstatement due to fraud.

Manchester Pride Limited
(A company limited by guarantee)

Independent Auditors' Report to the Members of Manchester Pride Limited (continued)

We have also considered the risk of fraud through management override of controls by:

- Testing the appropriateness of journal entries and other adjustments. We have tested a sample of manual journals which may pose a heightened risk of material misstatement, whether due to fraud or error.
- Challenging assumptions made by management in their significant accounting estimates, and assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- Evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

There are inherent limitations in the audit procedures described above, and the further removed non-compliance with laws and regulations are from the events and transactions reflected in the financial statements, the less likely we would become aware of them. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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 auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

HABesantRoberts

Helen Besant-Roberts (senior statutory auditor)

for and on behalf of

Hurst Accountants Limited

Chartered Accountants

Statutory Auditors

21 Tivot Dale

Lancashire Gate

Stockport

Cheshire

SK1 1TD

Date: **27 Sep 2023**

Manchester Pride Limited
(A company limited by
guarantee)

**Consolidated Statement of financial activities (incorporating income and
expenditure account) For the year ended 31 December 2022**

| | Note | Restricted funds 2022 £ | Unrestricted funds 2022 £ | Total funds 2022 £ | Total funds 2021 £ |
|--|------|----------------------------------|------------------------------------|-----------------------------|-----------------------------|
| Income from: | | | | | |
| Donations and legacies | 4 | 114,653 | 207,178 | 321,831 | 10,586 |
| Charitable activities | 5 | 42,000 | - | 42,000 | 976,186 |
| Other trading activities | 6 | - | 2,349,721 | 2,349,721 | 2,252,045 |
| Total income | | 156,653 | 2,556,899 | 2,713,552 | 3,238,817 |
| Expenditure on: Charitable activities | 8 | 63,940 | 2,534,364 | 2,598,304 | 2,938,566 |
| Net income before taxation | | 92,713 | 22,535 | 115,248 | 300,251 |
| Taxation | 14 | - | (2,062) | (2,062) | - |
| Net movement in funds | | 92,713 | 20,473 | 113,186 | 300,251 |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | 21,940 | (23,351) | (1,411) | (301,662) |
| Net movement in funds | | 92,713 | 20,473 | 113,186 | 300,251 |
| Total funds carried forward | | 114,653 | (2,878) | 111,775 | (1,411) |

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year. The notes on pages 47 to 65 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Consolidated Balance Sheet As at 31 December 2022

| | Note | 2022 £ | 2021 £ |
|---|------|-----------------------|-----------------------|
| Fixed assets | | | |
| Tangible assets | 15 | 9,690 | 2,762 |
| Current assets | | | |
| Debtors | 16 | 163,154 | 469,990 |
| Cash at bank and in hand | | 360,351 | 189,775 |
| | | <u>523,505</u> | <u>659,765</u> |
| Creditors: amounts falling due within one year | 17 | <u>(264,822)</u> | <u>(449,582)</u> |
| Net current assets | | 258,683 | 210,183 |
| Total assets less current liabilities | | | |
| | | <u>268,373</u> | <u>212,945</u> |
| Creditors: amounts falling due after more than one year | 18 | (154,536) | (214,356) |
| Provisions for liabilities | | (2,062) | - |
| Total net assets | | <u><u>111,775</u></u> | <u><u>(1,411)</u></u> |
| Charity funds | | | |
| Restricted funds | 20 | 114,653 | 21,940 |
| Unrestricted funds | 20 | (2,878) | (23,351) |
| Total funds | | <u><u>111,775</u></u> | <u><u>(1,411)</u></u> |

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

D McGovern
Trustee *David McGovern*

J Harrison
Trustee *J Harrison*

Date: 27 Sep 2023

27 Sep 2023

The notes on pages 47 to 65 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Charity Balance Sheet As at 31 December 2022

| | Note | 2022 £ | 2021 £ |
|---|------|-----------------------|-----------------------|
| Fixed assets | | | |
| Tangible assets | 15 | 1,442 | 2,762 |
| Current assets | | | |
| Debtors | 16 | 359,963 | 272,867 |
| Cash at bank and in hand | | 29,887 | 158,172 |
| | | <u>389,850</u> | <u>431,039</u> |
| Creditors: amounts falling due within one year | 17 | <u>(130,533)</u> | <u>(220,856)</u> |
| | | 259,317 | 210,183 |
| Net current assets | | | |
| | | <u>260,759</u> | <u>212,945</u> |
| Total assets less current liabilities | | | |
| Creditors: amounts falling due after more than one year | 18 | <u>(154,536)</u> | <u>(214,356)</u> |
| Total net assets | | | |
| | | <u><u>106,223</u></u> | <u><u>(1,411)</u></u> |
| Charity funds | | | |
| Restricted funds | 20 | 114,653 | 21,940 |
| Unrestricted funds | | | |
| General funds | 20 | <u>(8,430)</u> | <u>(23,351)</u> |
| Total unrestricted funds | 20 | <u>(8,430)</u> | <u>(23,351)</u> |
| Total funds | | | |
| | | <u><u>106,223</u></u> | <u><u>(1,411)</u></u> |

The Charity's net movement in funds for the year was £107,634 (2021 - £300,251).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

Manchester Pride Limited
(A company limited by guarantee)
Registered number: 04671318

Charity Balance Sheet (continued) As at 31 December 2022

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

David McGovern

D McGovern
(Trustee)

Date: 27 Sep 2023

J Harrison

J Harrison
(Trustee)

27 Sep 2023

The notes on pages 47 to 65 form part of these financial statements.

Manchester Pride Limited
(A company limited by guarantee)

Consolidated Statement of Cash Flows For the year ended 31 December 2022

| | Note | 2022 £ | 2021 £ |
|---|------|-----------------------|-----------------------|
| Cash flows from operating activities | | | |
| Net cash used in operating activities | 22 | <u>255,891</u> | <u>33,368</u> |
| Cash flows from investing activities | | | |
| Purchase of tangible fixed assets | | <u>(9,737)</u> | <u>(1,928)</u> |
| Net cash used in investing activities | | <u>(9,737)</u> | <u>(1,928)</u> |
| Cash flows from financing activities | | | |
| Repayments of borrowing | | <u>(59,820)</u> | <u>(24,925)</u> |
| Interest payable | | <u>(15,758)</u> | <u>(6,076)</u> |
| Net cash used in financing activities | | <u>(75,578)</u> | <u>(31,001)</u> |
| Change in cash and cash equivalents in the year | | 170,576 | 439 |
| Cash and cash equivalents at the beginning of the year | | <u>189,775</u> | <u>189,336</u> |
| Cash and cash equivalents at the end of the year | 23 | <u><u>360,351</u></u> | <u><u>189,775</u></u> |

The notes on pages 47 to 65 form part of these financial statements

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

1. General information

Manchester Pride Limited is a company limited by guarantee, registered number 04671318. It is also a charity, registered number 1117848. The registered address is Manchester One, 53 Portland Street, Manchester, M1 3LF. The principal activity of the group is to co-ordinate an annual festival by and for lesbian, gay, bisexual and transgender people, working towards the involvement of different sectors of the community, and raising funds for related organisations and charities.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Manchester Pride Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

2.2 Going concern

At the time of approving the financial statements, the Trustees have reasonable expectation that the Charity has adequate reserves to continue in operational existence for the foreseeable future. The directors therefore consider it appropriate to adopt the going concern basis of accounting in preparing these financial statements.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. The following specific policies are applied to particular categories of income:

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

Donations are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income is recognised on a receivable basis.

2.4 Expenditure

Expenditure is recognised on an accruals basis when a liability is incurred. Expenditure includes Value Added Tax which cannot be fully recovered, and is included as part of the expenditure to which it relates:

Charitable activities relate to donations payable to charities and organisations particularly, but not exclusively, in Greater Manchester and Lancashire. The Charity allocates a portion of the costs of running the festival and other events to charitable activities as the festival is not just about fundraising but also about fulfilling the objectives of the Charity by acting as a signposting organisation for services dealing with sexual health, homophobia, transphobia, social activities and HIV awareness and care services. The organisation also delivers campaigns that support equality and challenge discrimination, such as heritage, learning, health and one-off initiatives. Expenditure is apportioned line by line considering each activity and what objectives it is there to support.

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key charitable activities undertaken in the period.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

2. Accounting policies (continued)

2.4 Expenditure (continued)

Grants

Grants payable are payments made to third parties in furtherance of the charitable objects of the Charity. Grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and any condition attaching the grant is outside of the control of the Charity. Provisions for grants are made when the intention to make the grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

A list of all organisations that receive funding from Manchester Pride is available at [manchesterpride.com /community/grant-giving](http://manchesterpride.com/community/grant-giving). Additional support in terms of awareness is provided by Manchester Pride to those organisations through press and marketing activity throughout the year.

Pension costs

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

Taxation

The Charity is entitled to certain tax exemptions on income and profits from investments, and surpluses on any trading activities carried on in furtherance of the charity's primary objectives, if these profits and surpluses are applied solely for charitable purposes.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

2. Accounting policies (continued)

2.6 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

| | |
|------------------|-------------------|
| Office equipment | 25% Straight line |
|------------------|-------------------|

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Liabilities

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the consolidated statement of financial activities as a finance cost.

2.10 Deferred taxation

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

2.11 Financial instruments

The Group 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.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

2. Accounting policies (continued)

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Legal status of the Charity

Manchester Pride Limited is a company limited by guarantee.

Every member undertakes to contribute to the assets of the Charity in the event of it being wound up while they are a member, or within one year after they cease to be a member and of the costs, charges and expense of winding up, and for the adjustment of the rights of the contributories among themselves, such amounts as may be required, not exceeding £1 per member.

4. Income from donations and legacies

| | Restricted funds 2022 £ | Unrestricted funds 2022 £ | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|---------------------|--|--|---------------------------------------|---------------------------------------|
| Donations | 114,653 | 12,178 | 126,831 | 10,586 |
| In-Kind Sponsorship | - | 195,000 | 195,000 | - |
| Total 2022 | <u>114,653</u> | <u>207,178</u> | <u>321,831</u> | <u>10,586</u> |
| <i>Total 2021</i> | <u>-</u> | <u>10,586</u> | <u>10,586</u> | |

Manchester Pride Limited
(A company limited by
guarantee)

**Notes to the Financial
Statements For the year
ended 31 December 2022**

5. Income from charitable activities

| | Restricted funds 2022 £ | Unrestricted funds 2022 £ | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|-------------------|--|--|---------------------------------------|---------------------------------------|
| Grants | 42,000 | - | 42,000 | .953,786 |
| Covid-19 grants | - | - | - | 22,400 |
| Total 2022 | <u>42,000</u> | <u>-</u> | <u>42,000</u> | <u>976,186</u> |
| <i>Total 2021</i> | <u>854,323</u> | <u>121,863</u> | <u>976,186</u> | |

Of the total grant income, £12,000 (2021: £712,975) is recognised by the Charity's trading subsidiary, Manchester Pride Events Limited.

6. Income from other trading activities

**Income from non charitable trading
activities**

| | Unrestricted funds 2022 £ | Total funds 2022 £ | <i>Total funds 2021 £</i> |
|---------------------------------|--|---------------------------------------|---------------------------------------|
| Income from trading subsidiary | 2,336,370 | 2,336,370 | 2,251,915 |
| All Equals Charter | 13,351 | 13,351 | - |
| Income from fund raising events | - | - | 130 |
| Total 2022 | <u>2,349,721</u> | <u>2,349,721</u> | <u>2,252,045</u> |
| <i>Total 2021</i> | <u>2,252,045</u> | <u>2,252,045</u> | |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

7. Income by activity

| | Campaign | Celebrate | Engage | Fundraise | Total 2022 | <i>Total 2021</i> |
|--|-----------------|------------------|------------------|------------------|-------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Donations | - | - | - | 126,831 | 126,831 | 10,586 |
| Fundraising events | - | - | - | - | - | 130 |
| All Equals Charter | - | - | 13,351 | - | 13,351 | - |
| Grants | 8,400 | 8,400 | 25,200 | - | 42,000 | 953,786 |
| In-Kind sponsorship | 48,750 | 48,750 | 48,750 | 48,750 | 195,000 | - |
| Covid-19 grants | - | - | - | - | - | 22,400 |
| Income from trading subsidiary: | | | | | | |
| Event income | 398,971 | 398,971 | 398,970 | 398,970 | 1,595,882 | 1,946,305 |
| Sponsorship | - | 740,488 | - | - | 740,488 | 305,610 |
| Total 2022 | 456,121 | 1,196,609 | 486,271 | 574,551 | 2,713,552 | 3,238,817 |
| <i>Total 2021</i> | <i>682,933</i> | <i>988,543</i> | <i>1,064,448</i> | <i>502,893</i> | <i>3,238,817</i> | |

In the prior year, £10,000 of In-Kind sponsorship and £86,400 of sponsorship income were netted off with associated expenditure in the accounts. Both the income and expenditure are presented separately in the current year.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

8. Analysis of expenditure on charitable activities

| | Restricted funds 2022 £ | Unrestricted funds 2022 £ | Total 2022 £ | <i>Total 2021 £</i> |
|----------------------------|--|--|-----------------------------|-----------------------------|
| Artists fees and expenses | 12,000 | 174,696 | 186,696 | 352,727 |
| Marketing and PR | - | 376,680 | 376,680 | 107,084 |
| Events & engagement | - | 859,306 | 859,306 | 1,420,355 |
| Box office expenses | - | 19,817 | 19,817 | 28,225 |
| Sundry | 3,035 | 91,329 | 94,364 | 113,750 |
| Interest payable | - | 15,758 | 15,758 | 6,076 |
| In-Kind expenditure | - | 195,000 | 195,000 | - |
| Depreciation | - | 2,809 | 2,809 | 2,148 |
| Irrecoverable VAT | - | 143,598 | 143,598 | 234,978 |
| Grants distributed | - | 2,250 | 2,250 | 7,700 |
| Governance costs (note 10) | - | 10,450 | 10,450 | 9,950 |
| Support costs (note 10) | 48,905 | 642,671 | 691,576 | 655,573 |
| Total 2022 | <u>63,940</u> | <u>2,534,364</u> | <u>2,598,304</u> | <u>2,938,566</u> |
| <i>Total 2021</i> | <u>831,171</u> | <u>2,107,395</u> | <u>2,938,566</u> | |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

9. Expenditure on Charitable Activities

| | Campaign | Celebrate | Engage | Fundraise | Total 2022 | <i>Total 2021</i> |
|----------------------------|-----------------|------------------|----------------|------------------|-------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Artists fees and expense | - | 149,357 | - | 37,339 | 186,696 | 352,727 |
| Marketing and PR | 94,170 | 94,170 | 94,170 | 94,170 | 376,680 | 107,084 |
| Events & Engagement | - | 515,584 | 85,931 | 257,791 | 859,306 | 1,420,355 |
| Box office expenses | - | 18,826 | - | 991 | 19,817 | 28,225 |
| Sundry | 23,591 | 23,591 | 23,591 | 23,591 | 94,364 | 113,750 |
| Interest payable | - | - | 15,758 | - | 15,758 | 6,076 |
| In-kind expenditure | - | - | - | 195,000 | 195,000 | - |
| Depreciation | - | - | - | 2,809 | 2,809 | 2,148 |
| Irrecoverable VAT | - | - | - | 143,598 | 143,598 | 234,978 |
| Grants distributed | - | - | 2,250 | - | 2,250 | 7,700 |
| Governance costs (note 10) | 2,613 | 2,612 | 2,612 | 2,613 | 10,450 | 9,950 |
| Support costs (note 10) | 172,894 | 172,894 | 172,894 | 172,894 | 691,576 | 655,573 |
| Total 2022 | 293,268 | 977,034 | 397,206 | 930,796 | 2,598,304 | 2,938,566 |
| <i>Total 2021</i> | <i>221,590</i> | <i>1,382,798</i> | <i>377,402</i> | <i>956,776</i> | <i>2,938,566</i> | |

In-Kind expenditure consists of marketing costs of £152,000, and event costs of £43,000.

10. Analysis of support and governance costs

Analysis of support costs:

| | 2022 | <i>2021</i> |
|---------------------------------|----------------|-------------|
| | £ | £ |
| Salaries and wages | 500,665 | 383,135 |
| Outsourced personnel | 141,110 | 215,164 |
| Legal and professional services | 54,041 | 57,274 |
| | 695,816 | 655,573 |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

10. Analysis of support and governance costs (continued):

| | 2022 | <i>2021</i> |
|-------------------------------|---------------|--------------|
| | £ | <i>£</i> |
| Analysis of governance costs: | | |
| Auditors' remuneration | 10,450 | <i>9,950</i> |
| | 10,450 | <i>9,950</i> |

The Charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the four key objects undertaken (see note 9) in the period.

11. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £7,550 (2021 - £7,200), and other accountancy services of £2,900 (2021 - £2,750).

12. Staff costs

| | Group | <i>Group</i> | Charity | <i>Charity</i> |
|-----------------------|----------------|----------------|----------------|----------------|
| | 2022 | <i>2021</i> | 2022 | <i>2021</i> |
| | £ | <i>£</i> | £ | <i>£</i> |
| Wages and salaries | 431,826 | <i>333,823</i> | 431,826 | <i>333,823</i> |
| Social security costs | 41,981 | <i>26,213</i> | 41,981 | <i>26,213</i> |
| Other pension costs | 26,858 | <i>23,099</i> | 26,858 | <i>23,099</i> |
| | 500,665 | <i>383,135</i> | 500,665 | <i>383,135</i> |

The average number of persons employed by the Charity during the year was as follows:

| | Group | <i>Group</i> | Charity | <i>Charity</i> |
|-----------------------------|--------------|--------------|----------------|----------------|
| | 2022 | <i>2021</i> | 2022 | <i>2021</i> |
| | No. | <i>No.</i> | No. | <i>No.</i> |
| Management and events staff | 13 | <i>10</i> | 13 | <i>10</i> |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

12. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

| | Group 2022 No. | <i>Group 2021 No.</i> |
|-------------------------------|-------------------------------|-------------------------------|
| In the band £80,001 - £90,000 | 1 | <i>1</i> |

Key management personnel consists of The Chief Executive, The Head of Events and The Head of Engagement.

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £169,783 (2021:£189,965).

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - ENIL).

During the year ended 31 December 2022, no Trustee expenses have been incurred (2021 - ENIL).

14. Taxation

| | 2022 £ | <i>2021 £</i> |
|--|--------------------------|----------------------|
| Deferred tax | | |
| Origination and reversal of timing differences | 2,062 | <i>-</i> |
| | <hr/> 2,062 <hr/> | <hr/> <i>-</i> <hr/> |
| Total deferred tax | | |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

15. Tangible fixed assets

Group

| | Office equipment £ |
|----------------------------|-----------------------------------|
| Cost or valuation | |
| At 1 January 2022 | 13,698 |
| Additions | 9,737 |
| At 31 December 2022 | <u>23,435</u> |
| Depreciation | |
| At 1 January 2022 | 10,936 |
| Charge for the year | 2,809 |
| At 31 December 2022 | <u>13,745</u> |
| Net book value | |
| At 31 December 2022 | <u><u>9,690</u></u> |
| <i>At 31 December 2021</i> | <u><u>2,762</u></u> |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

15. Tangible fixed assets (continued)

Charity

| | Office equipment £ |
|-------------------------------|-----------------------------------|
| Cost or valuation At 1 | |
| January 2022 At 31 | 13,698 |
| December 2022 | <u>13,698</u> |
| Depreciation | |
| At 1 January 2022 | |
| Charge for the year | 10,936 |
| | <u>1,320</u> |
| At 31 December 2022 | <u>12,256</u> |
| Net book value | |
| At 31 December 2022 | <u><u>1,442</u></u> |
| <i>At 31 December 2021</i> | <u><u>2,762</u></u> |

16. Debtors

| | Group 2022 £ | <i>Group 2021 £</i> | Charity 2022 £ | <i>Charity 2021 £</i> |
|------------------------------------|------------------------------|-----------------------------|-------------------------------|-------------------------------|
| Due within one year | | | | |
| Trade debtors | 114,330 | 467,509 | 20,050 | 270,386 |
| Amounts owed by group undertakings | - | - | 292,879 | - |
| Other debtors | 32,861 | 2,481 | 32,861 | 2,481 |
| Prepayments and accrued income | 15,963 | - | 14,173 | - |
| | <u><u>163,154</u></u> | <u><u>469,990</u></u> | <u><u>359,963</u></u> | <u><u>272,867</u></u> |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

17. Creditors: Amounts falling due within one year

| | Group 2022 £ | <i>Group 2021 £</i> | Charity 2022 £ | <i>Charity 2021 £</i> |
|------------------------------------|-----------------------------|-----------------------------|-------------------------------|-------------------------------|
| Other loans | 59,820 | 59,820 | 59,820 | 59,820 |
| Trade creditors | 140,829 | 191,368 | 47,849 | 41,253 |
| Amounts owed to group undertakings | - | - | - | 103,243 |
| Other taxation and social security | 18,704 | 58,437 | 13,605 | 12,040 |
| Other creditors | 3,638 | - | 3,638 | - |
| Accruals and deferred income | 41,831 | 139,957 | 5,621 | 4,500 |
| | 264,822 | 449,582 | 130,533 | 220,856 |

Other loans relate to a government Coronavirus Business Interruption Loan. The loan is secured by any security held by the bank for the Charity's liabilities. Interest is charged at a fixed rate of 4.89%.

Deferred income

| | Group 2022 £ | <i>Group 2021 £</i> | Charity 2022 £ | <i>Charity 2021 £</i> |
|--|-----------------------------|-----------------------------|-------------------------------|-------------------------------|
| Opening balance | 130,007 | 297,268 | - | 7,500 |
| Resources deferred during the year | 30,000 | 130,007 | - | - |
| Amounts released from previous periods | (130,007) | (297,268) | - | (7,500) |
| Closing balance | 30,000 | 130,007 | - | - |

Included within deferred income is £30,000 (2021: £130,007) of income received in the year relating to activity taking place in the subsequent year.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

18. Creditors: Amounts falling due after more than one year

| | Group 2022 £ | <i>Group 2021 £</i> | Charity 2022 £ | <i>Charity 2021 £</i> |
|-------------|-----------------------------|-----------------------------|-------------------------------|-------------------------------|
| Other loans | 154,536 | 214,356 | 154,536 | 214,356 |

Other loans relate to a government Coronavirus Business Interruption Loan. The loan is secured by any security held by the bank for the Charity's liabilities. Interest is charged at a fixed rate of 4.89%.

Included within the above are amounts falling due as follows:

| | Group 2022 £ | <i>Group 2021 £</i> | Charity 2022 £ | <i>Charity 2021 £</i> |
|-----------------------------------|-----------------------------|-----------------------------|-------------------------------|-------------------------------|
| Between one and two years | | | | |
| Other loans | 59,820 | 59,820 | 59,820 | 59,820 |
| Between two and five years | | | | |
| Other loans | 94,716 | 154,536 | 94,716 | 154,536 |

19. Deferred taxation

Group

| | |
|---------------------|-------------------|
| | 2022 £ |
| Charge for the year | 2,062 |

The deferred tax liability is made up as follows:

| | Group 2022 £ | <i>Group 2021 £</i> |
|--------------------------------|-----------------------------|-----------------------------|
| Accelerated capital allowances | (2,062) | - |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

20. Statement of funds

Statement of funds - current year

| | Balance at 1 January 2022 £ | Income £ | Expenditure £ | Balance at 31 December 2022 £ |
|---------------------------|-----------------------------------|------------------|--------------------|--|
| Unrestricted funds | | | | |
| General Funds - all funds | (23,351) | 2,556,899 | (2,536,426) | (2,878) |
| Restricted funds | | | | |
| Arts Council England | 21,940 | - | (21,940) | - |
| Manchester City | - | 12,000 | (12,000) | - |
| Council GMCA | - | 30,000 | (30,000) | - |
| Community Fund | - | 114,653 | - | 114,653 |
| | 21,940 | 156,653 | (63,940) | 114,653 |
| Total of funds | (1,411) | 2,713,552 | (2,600,366) | 111,775 |

The grant from the GMCA refers to the income received from the Greater Manchester Combined Authority Culture Fund which is given to provide excellent cultural experiences or work that has significant social impact across the ten boroughs in Greater Manchester.

The grant from Manchester City Council is funding towards the annual Manchester Pride Parade. This grant is recognised by the Charity's trading subsidiary, Manchester Pride Events Limited.

Donations to the Manchester Pride Community Fund go directly to LGBTQ+ causes and projects in Greater Manchester.

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

20. Statement of funds (continued)

Statement of funds - prior year

| | <i>Balance at 1 January 2021 £</i> | <i>Income £</i> | <i>Expenditure £</i> | <i>Transfers in/out £</i> | <i>Balance at 31 December 2021 £</i> |
|---------------------------|--|---------------------|--------------------------|-----------------------------------|--|
| Unrestricted funds | | | | | |
| General Funds - all funds | (342,179) | 2,384,494 | (2,107,395) | 41,729 | (23,351) |
| Restricted funds | | | | | |
| Arts Council England | 23,100 | 801,823 | (786,171) | (16,812) | 21,940 |
| Manchester City Council | 3 | - | - | (3) | - |
| GMCA | 17,414 | 52,500 | (45,000) | (24,914) | - |
| | <u>40,517</u> | <u>854,323</u> | <u>(831,171)</u> | <u>(41,729)</u> | <u>21,940</u> |
| Total of funds | <u>(301,662)</u> | <u>3,238,817</u> | <u>(2,938,566)</u> | <u>-</u> | <u>(1,411)</u> |

21. Analysis of net assets between funds

Analysis of net assets between funds - current year

| | Restricted funds 2022 £ | Unrestricted funds 2022 £ | Total funds 2022 £ |
|--|--|--|---------------------------------------|
| Tangible fixed assets | - | 9,690 | 9,690 |
| Current assets | 114,653 | 408,852 | 523,505 |
| Creditors due within one year | - | (264,822) | (264,822) |
| Creditors due in more than one year Provisions for liabilities and charges | - | (154,536) | (154,536) |
| | - | (2,062) | (2,062) |
| | <u>114,653</u> | <u>(2,878)</u> | <u>111,775</u> |
| Total | | | |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

21. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

| | <i>Restricted funds</i> | <i>Unrestricted funds</i> | <i>Total funds</i> |
|-------------------------------------|-------------------------|---------------------------|--------------------|
| | <i>2021</i> | <i>2021</i> | <i>2021</i> |
| | <i>£</i> | <i>£</i> | <i>£</i> |
| Tangible fixed assets | - | 2,762 | 2,762 |
| Current assets | 21,940 | 637,825 | 659,765 |
| Creccitors due within one year | - | (449,582) | (449,582) |
| Creditors due in more than one year | - | (214,356) | (214,356) |
| | <u>21,940</u> | <u>(23,351)</u> | <u>(1,411)</u> |
| Total | | | |

22. Reconciliation of net movement in funds to net cash flow from operating activities

| | Group 2022 | Group 2021 |
|--|-----------------------|----------------------|
| | £ | £ |
| Net income for the year (as per Statement of Financial Activities) | <u>113,186</u> | <u>300,251</u> |
| Adjustments for: | | |
| Depreciation charges | 2,809 | 2,148 |
| Decrease/(increase) in debtors | 306,836 | (271,513) |
| Increase/(decrease) in creditors | (184,760) | (3,594) |
| Interest payable | 15,758 | 6,076 |
| Tax charge | 2,062 | - |
| Net cash provided by operating activities | <u><u>255,891</u></u> | <u><u>33,368</u></u> |

23. Analysis of cash and cash equivalents

| | Group 2022 | Group 2021 |
|--------------|-----------------------|-----------------------|
| | £ | £ |
| Cash in hand | <u><u>360,351</u></u> | <u><u>189,775</u></u> |

Manchester Pride Limited
(A company limited by guarantee)

Notes to the Financial Statements For the year ended 31 December 2022

24. Analysis of changes in net debt

| | At 1 January 2022 | Cash flows | At 31 December 2022 |
|--------------------------|----------------------|----------------|---------------------------|
| | £ | £ | £ |
| Cash at bank and in hand | 189,775 | 170,576 | 360,351 |
| Debt due within 1 year | (59,820) | - | (59,820) |
| Debt due after 1 year | (214,356) | 59,820 | (154,536) |
| | <u>(84,401)</u> | <u>230,396</u> | <u>145,995</u> |

25. Operating lease commitments

At 31 December 2022 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

| | Group 2022 | Group 2021 | Charity 2022 | Charity 2021 |
|-----------------------|---------------|---------------|-----------------|-----------------|
| | £ | £ | £ | £ |
| Not later than 1 year | <u>22,776</u> | <u>27,331</u> | <u>22,776</u> | <u>27,331</u> |

26. Related party transactions

The charity received a donation from its subsidiary, Manchester Pride Events Limited of £681,595 (2021: £682,564). At the year end, an amount of £292,876 is due from Manchester Pride Events Limited (2021: £103,243 due to).

Trustees are appointed to the Board primarily for the skills, experience and knowledge that they bring to the organisation. However, it is also important the Board includes individuals that are immersed in Manchester's LGBT community and in the culture of the city as a whole. For that reason, the Board of trustees will invariably include individuals that hold other directorships, trusteeships or ownership interests with companies, organisations and charities that have links to Manchester Pride.

No trustee is involved in making board decisions that relate to their own interests. Other than the above transactions noted with Manchester Pride Events Limited, there were no other transactions with related parties this year.



**MANCHESTER
PRIDE**

REGISTERED COMPANY 4671318
REGISTERED CHARITY 117848
MANCHESTERPRIDE.COM

GET IN TOUCH
INFO@MANCHESTERPRIDE.COM

MANCHESTER ONE
53 PORTLAND STREET
MANCHESTER M1 3LD

