

Highlights and activities

Our key achievements and challenges over the past year, plus the Cornwall Pride statement of accounts for Feb 23 to Jan 24

- Author - Matthew Kenworthy Gomes

Matthew is the Chief Exec at Cornwall Pride, dedicated to growing and improving the community experience of our fantastic charity, as well as overseeing many of our projects and reports. He is also part of boards tackling all hate in Cornwall.

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Section 1

Welcome

Matthew Kenworthy Gomes - CEO at Cornwall Pride

Matthew joined Cornwall Pride in 2015 and has been instrumental in setting up the previous Cornwall Pride community interest company in 2016 and delivered its transition to CIO in 2020. Matthew has previously been trustee of UK Pride Network and is currently a trustee of Black Voices Cornwall, Engagement Director of Cornwall VSF, sits on the steering group for Creative Kernow and on the funding panel for Cornwall Community Foundation.

Eilish Calnan - Chair of Trustees at Cornwall Pride

Eilish joined as a trustee in 2023 and appointed Co-Chair and then Chair later that year. Eilish is also a #youngtrustee at Kids in Museums & Culture, and Creative Partnerships Support Officer at Cornwall Council.

Laura Outten – Deputy Chair of Trustees at Cornwall Pride

Laura joined as a trustee in 2023 and appointed Deputy Chair in 2024. Laura is also Founder & Director Kernow Piskies RFC and Safety & Support Supervisor for Falmouth Exeter Plus

Sophie Meyer - Trustees at Cornwall Pride

Sophie appointed Co-Chair in 2022 and stepped down as Co-Chair in 2023 and has previously been trustee since 2021. Sophie is also Director at Queer Kernow CIC. She is Engagement Manager at Cornwall Heritage Trust

Cornwall Pride: A Beacon of Inclusion and Progress

This year, Cornwall Pride has continued to champion LGBTQ+ rights and lead the charge for inclusion across the county. Our projects, including the Cornwall Pride Bus Tour and events like Pirate Pride, have amplified LGBTQ+ visibility in both rural and urban communities, ensuring our voices are celebrated. These efforts, supported by partnerships with local organisations and national bodies, have provided essential mental health support and fostered a sense of community well-being.

Through advocacy, education, and powerful collaborations, we've seen societal attitudes shift towards greater understanding and acceptance. We remain dedicated to creating spaces where everyone in Cornwall can live authentically, free from discrimination, as we adapt to the evolving needs of our community.

A New Era for LGBTQ+ Advocacy

Cornwall Pride is entering a new chapter in our advocacy work, with recent efforts extending our reach and impact. Our events, such as the Moonbow Gala and Pirate Pride, alongside our continuing Bus Tour, have strengthened connections across communities. By working with grassroots organisations, local councils, and businesses, we're making meaningful strides in fostering an inclusive Cornwall.

Although challenges remain, including rising demand for mental health services and safe spaces, we remain committed to supporting everyone in Cornwall. The progress we've made lays the foundation for an inclusive tomorrow, where our partnerships and shared efforts continue to drive change.

Unity in Gratitude and Pride

Reflecting on the past year, we are immensely grateful for the unwavering support of our community, partners, volunteers, and allies. Together, we've achieved remarkable milestones, ensuring Cornwall Pride remains a symbol of unity and inclusion.

Our success is the result of collective effort, from local businesses to tireless volunteers. Through shared determination, we've amplified voices, celebrated diversity with pride, and built connections that will carry us forward into an even brighter future. Thank you to everyone who has been part of this movement—our achievements are shared, and our future is one we will shape together.

The Cornwall Pride Community: are honored and delighted to be nominated and awarded:

LGBT Community Organisation of the Year – **National Diversity Awards**

Outstanding Inclusion Work Always Putting People First - **Inclusion Cornwall**

Inclusion Champions 2023 – **Your Partnerships**

& nominated for Cornwall Chamber charity of the year for 2024, with Fisherman's Mission the winner and the charity for the year of 2024.

Section 2

Objectives and activities

Why we are here and what we have achieved this year.

Our vision

Guided by our core values of 'Love Who You Want to Love' and 'Be Who You Want to Be,' Cornwall Pride remains committed to inspiring communities to champion a Hate-Free Cornwall. This vision has been at the forefront of all our activities this year, driving positive change across the region.

Our purpose.

Our purpose is to empower and unite communities, advancing our aim of creating a "Hate-Free Cornwall," where everyone can live authentically and without fear of discrimination. We work to provide safe spaces and foster inclusivity, ensuring that everyone in Cornwall feels accepted and respected.

Our goals by 2024

2023 Goals:

1. **Hate-Free Cornwall Advocacy:** Continue to raise awareness and have Cornwall Pride recognised as a key leader in promoting a Hate-Free Cornwall.
2. **Inclusive Leadership:** Build on our board's diversity to ensure it fully represents the communities we serve, reflecting the true essence of inclusivity and authenticity.
3. **Empowerment through Resources:** Direct further resources towards community projects that promote LGBTQ+ awareness and celebrate diverse identities, ensuring ongoing empowerment.
4. **Aligned Activities:** Ensure that all events and campaigns align with our mission to unite communities and encourage everyone to live their true selves.

Cornwall Pride's theory of change

Our belief is simple: **Gatherings create change. Communities together create change.** The more inclusive and connected our communities become, the more positive change we can drive across Cornwall.

Headlines from Feb 23 – Jan 24

Finances:

The UK economy continues to face significant challenges, with the cost of living crisis, political instability, and the lingering effects of Covid-19 impacting many sectors. Despite these difficulties, Cornwall Pride has remained financially resilient.

For the financial year ending 31 January 2024, we are pleased to report an unrestricted income of **£80,610.73**, with a surplus of **£65,361.37**. On the restricted side, our grant and donation income amounted to **£157,367.00**, leading to a total surplus of **£60,676.51** across all funds.

These strong financial results were driven by steady merchandise sales, generous donations, and significant grants. Our surplus provides the foundation to continue expanding our projects while maintaining the integrity of our core mission. However, we recognise that as a newly formed charity, our free reserves remain at £0.00.

We are committed to building a reserve fund in alignment with our reserve policy, ensuring financial stability in the years to come.

Community.

Cornwall Pride's commitment to the community has continued to evolve and grow stronger this past year. During 2023-24, we experienced an incredible rise in engagement at our Pride events, with record-breaking attendance and participation across Cornwall. The expansion of our Pride Bus Tour and the addition of new events such as the Moonbow Gala have brought communities together in ways we never thought possible. This growth has been further supported by an expanding network of Pride partners, passionate volunteers, and corporate allies, all working together to foster inclusivity and connection.

Our dedication to building a supportive and visible LGBTQ+ community across Cornwall remains unwavering. With every event, we are strengthening relationships, amplifying voices, and ensuring that everyone, regardless of background or identity, feels welcome and celebrated.

+70,000

People engaged.

180

Organisation Partners

53

Corporate partners

"I'm an ally and part of the EduCorner team at Bude Pride. We held our first ever Bude Pride in 2022. Cornwall Pride's support was invaluable then and continues to be. Without their support we would not have Pride in Bude. Last year, we held the first ever Pride March in Bude with Cornwall Prides World's Largest Progress Pride flag - it was amazing! So many marched with us - youth groups, schools, families, people expressing themselves in a safe environment. In a rural county like Cornwall, Cornwall Pride is vital. They are raising awareness, educating and helping to make Cornwall a safe space for all. AND they oversee Pride in so many towns across the county - the Cornish motto is For One And All - and this to me is what Cornwall Pride means - one organisation, joining the towns of Cornwall together in Pride.."

– Volunteer of partner group EduCorner Bude

Penguin Soup peer to peer support

Our continuation of the Cornwall Council suicide prevention innovation fund & supporting fund for Cornwall Community Foundation continued to support our peer to peer support project. This became a key benefit, and we successfully connected with 43 new members this year.

Cornwall Pride is truly transformative, impacting lives across our region. Personally, I owe my journey of self-discovery as pansexual to Cornwall Pride, where I found the courage to embrace my identity. Having volunteered with them for three years, – Penguin Soup member

Events

This year, Cornwall Pride proudly brought joy and inclusion to the streets with our National Lottery Community-funded Pride events across the region. We not only hosted a range of in-person events, but also made them more accessible to Cornwall's dispersed communities. Through 11 community Pride celebrations, we connected with tens of thousands of people, experiencing an incredible surge in participation.

The success of these events was amplified by the support of our 180 partner organisations, all of whom embraced our Pride pledge. Alongside the celebrations, we also organised inclusive events and workshops, promoting inclusion and respect, including our first-ever Inclusion Breakfast at the Royal Cornwall Show.

- 1 Moon Bow Gala
- 1 Inclusion Breakfast
- 1 Pride Conference
- 11 Community Prides
- 20 Pop Up Prides (through the bus tour)
- +45,000 Community engaged

"I come from an upbringing and background that created a lot of fear, shame and isolation surrounding my sexuality and who I am. Moving to the UK and Cornwall has been the best thing that's ever happened to me. I attended my first pride in Penzance 2022 and the warmth/friendliness of everyone, the inclusion, celebration and wonderful community that I have found in attending more Cornwall pride events has changed my life." -Pride attendee

Digital content

We have continued to utilize social media, producing over 603 new pieces of engagement across all our social media channels, while responding to the changing needs of the community when deciding on topics to focus on.

The new Cornwall Pride website, launched in April 2023, provides several key benefits that enhance the organisation's outreach and support projects, and should be recognised in the upcoming annual review.

Improved Accessibility: The website makes accessing events and resources easier for Cornwall's dispersed communities. Features like the Penguin Soup project offer free mental health workshops, and there is a dedicated directory for LGBTQ+ support across Cornwall, helping to break down barriers for those in rural or isolated areas

Visibility and Awareness: The website promotes Cornwall Pride's 11 annual Pride events across the region, raising awareness of LGBTQ+ issues and encouraging broader participation. The Pride Pledge further engages local businesses and organisations to commit to inclusivity, signalling a community-wide effort for a hate-free Cornwall.

Partnerships and Community Engagement: With support from over 180 partner organisations, the website is instrumental in coordinating Cornwall Pride's broader community efforts. It highlights the Safer Spaces project and other collaborations that visibly showcase inclusivity across Cornwall.

By focusing on accessibility, visibility, and community partnerships, the new website has significantly enhanced Cornwall Pride's ability to engage and support LGBTQ+ individuals and allies. These benefits have been pivotal to the success of events and projects up to January 2024.

We have created a new long-form resource on accessible well-being services within Cornwall, curated by the visible representation of the LGBTQ+ community within the services. This project is leading the way on support services signposting within Cornwall.

"This is a fantastic resource for everyone to easily access support, in a friendly and simple way."

– Penguin Soup member

Section 3

Public benefit

How we deliver our services to members

The trustees confirm that they have complied with the requirement set out in Section 17 of the Charities Act 2011 to report on how they have carried out their charity's purposes for the public benefit and have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

A Hate Free Cornwall

Cornwall Pride was established to promote and support equality and diversity, advance education, eliminate discrimination and support mental health in the context of sexual orientation, gender identity, and romantic orientation. It exists for residents of and visitors to Cornwall, (the area of benefit) and where relevant, nationally & internationally in such ways as are charitable at law.

We have established a distinct set of community activities to bring people together, creating a space where they can exchange stories and learn from one another. While we primarily operate through in-person community events, our resources are available for everyone.

Our no-cost events invite the broader community to come together, connect, and share personal journeys. This approach has granted us an unmatched depth of understanding and data, all geared towards uplifting the standards for the LGBTQ+ community and beyond in Cornwall.

Below, you will find a brief overview showcasing how we actualize our mission and provide public value.

Section 4

Charitable purpose

How we work to raise the standard of living for LGBTQ+ & marginalised people in Cornwall.

At Cornwall Pride, our objective is to support, uplift, and unify the LGBTQ+ community and its allies. We are collaborating with our members and the broader community to enhance the well-being and inclusion of LGBTQ+ individuals across Cornwall. Through our community interventions, events, and open resources, we aim to create spaces where everyone can connect, share, and thrive. We are devoted to listening to and acting upon the feedback of our community, ensuring we provide services that not only meet their needs but also go beyond their aspirations.

"Overall, the evaluation report highlights the significance and positive impact of Cornwall Pride events in celebrating and supporting the LGBTQ+ community while also identifying areas for continued growth and improvement.."

– Clarity - External Evaluators

Why people attend Cornwall Pride

Cornwall Pride welcomes everyone in the local area to join its inclusive events, which are built on a foundation of community interaction and sharing. Attendees frequently describe the events as fun, friendly, and inclusive. In fact, 89% of respondents noted that these events significantly raised awareness of the LGBTQ+ community, reflecting a 17% increase compared to previous years (Cornwall Pride 2023 Rep...). Other common descriptions include welcoming, colourful, and safe.

Expanding our community is at the heart of what we do, and it's heartening to see the reasons people attend. Our external evaluation revealed that many people feel Cornwall is not always a safe place for the LGBTQ+ community, but Cornwall Pride offers a safe haven for those who may feel unwelcome elsewhere (Cornwall Pride 2023 Rep...). Additionally, 77% of respondents were very likely to recommend Cornwall Pride to friends and family, marking an 8% increase from last year (Cornwall Pride 2023 Rep...).

One attendee shared:

"I have never felt so comfortable and proud to be openly gay. Thank you for the wonderful experience!" (Cornwall Pride 2023 Rep...).

Section 5

3 Year Business Plan

Cornwall Pride Three-Year Business Plan (2024-2026)

CEO Summary

Cornwall Pride aims to continue its mission of promoting inclusivity and equality for the LGBTQ+ community in Cornwall. This business plan outlines our strategic objectives for the next three years, focusing on enhancing event engagement, expanding educational projects, diversifying funding sources, and strengthening our community outreach.

Year 1: 2024 - Consolidation and Strengthening Foundations

Strategic Objectives:

- Enhance the leadership infrastructure to support better gatherings and more frequent events. (Requirement of 3 - 4 full time roles)
- Enhance our volunteer offering with a training program to support our projects.
- Publicly launch a series of workshops aimed at enhancing understanding and support for LGBTQ+ challenges among local organisations and educational institutions.
- Through co-design rebrand Cornwall Pride's look, feel and social media campaigns to better align ourselves to the community.
- Start work on a larger NPO Arts Council Funding application with our Cornwall lived experience partnership.
- Continue to work with the National Lottery reaching communities fund on the community Prides.

Financial Goals:

- Secure at least £150,000 in grants and donations to fund new and existing programs.
- Increase unrestricted funds by 20% from the previous year through new merchandise sales and local sponsorships, stall holders & training delivery.
- Create a online ecommerce shop for community art/crafts and creators to promote and sell their work.
- Diversify our income sources by introducing a tiered membership program for supporters.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Strengthen the Penguin Soup project to reach further across Cornwall, focusing on creatives with mental health support.
- Launch our Safer Spaces program alongside the community wellbeing signposting across our Partners with a target of 500 spaces.

Year 2: 2025 – Further Diversification

Strategic Objectives:

- Embed healthy living in partnership with health providers within the Penguin Soup project to better support the LGBTQ+ and community.
- Launch new community engagement platforms, including use of Discord and Slack and new dedicated social media campaign for year-round interaction.
- Expand the geographic reach of Pride events to cover more areas in Cornwall, focusing on underrepresented regions.
- Continue to work on a larger NPO Arts Council Funding application with our Cornwall lived experience partnership.

Financial Goals:

- Increase unrestricted funds by 20% from the previous year through our online ecommerce shop vendors usage, Safer Spaces Membership, merchandise sales and local sponsorships, stall holders & training delivery.
- Form at least five larger new corporate partnerships to increase financial stability and event sponsorship.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Develop a "Pride Ambassador/Leader" program to empower volunteers to take on leadership roles within the community.
- Host a inclusion conference on diversity and inclusion embedded with creative arts, inviting national speakers.

Year 3: 2026 - Innovation and International Collaboration

Strategic Objectives:

- Enhance the leadership infrastructure to support better. (Requirement 6-7 full time roles)
- Establish international pan Celtic Pride events to share cultural resources and best practices.
- Innovate event programming to include more artistic practices.
- Submit a larger NPO Arts Council Funding application with our Cornwall lived experience partnership.

Financial Goals:

- Achieve a 30% increase in overall revenue, with an emphasis on sustainable income streams.
- Establish a ongoing reserve fund to ensure the long-term sustainability of Cornwall Pride to be set at £220,000.

Community Engagement:

- Increase participation in Pride gatherings and programs by 10%.
- Launch a national safer spaces and signposting program linked to a membership.
- Increase the number of training workshops and collaborations southwest organisations and educational institutions.

Key Performance Indicators (KPIs)

- Event Attendance: Track numbers annually to ensure growth.
- Volunteer Retention Rates: Aim for a year-over-year increase of 10%.
- Funding Diversity: At least 30% of income should come from new sources each year.
- Community Feedback: Annual surveys to measure satisfaction and impact, aiming for a +90% positivity rate.
- Number of Penguin Soup service users
- Website and social media interactions
- Number of Safer Spaces location members
- Number of Arts collaborations
- Number of online vendors on our ecommerce
- Number of Sustained corporate partnerships
- Number of participants within training
- Successful funding applications

Risk Management

Financial Risks: Diversify funding to minimize dependence on single sources.

Reputational Risks: Utilize our crisis management policy within the team to handle potential public relations issues.

Operational Risks: Regular training and updates for staff and volunteers on safety and emergency procedures.

Our three-year Business plan sets ambitious but achievable goals that will help Cornwall Pride not only to continue serving the local LGBTQ+ & marginalised communities but also to expand our impact and ensure we are sustainable for years to come. Through our careful planning, dedicated leadership, board, and community support, Cornwall Pride will remain at the forefront of advocating for inclusivity and diversity in the region.

Section 6

Pride Community

Bringing our community together

Lead: Matthew Kenworthy Gomes CEO.

Matthew is the Chief Exec at Cornwall Pride, dedicated to growing and improving the community experience of our fantastic charity as well as overseeing many of our projects and reports. He is also part of boards tackling all hate in Cornwall.

Supporting our Pride community

Our Pride community is our greatest strength, and our unwavering focus is to support and uplift everyone within it. This includes individuals, corporate partners, VCSE Sector organisations, and charitable or not-for-profit groups who all play a crucial role in our journey.

Cornwall Pride unites a diverse community from across Cornwall and beyond. Over the past year, through both in-person and online events, as well as ongoing outreach, we've focused on truly engaging with and understanding the needs of our community. By doing so, we aim to provide meaningful, relevant support that addresses the challenges faced by our LGBTQ+ family.

Inclusion and unity sit at the heart of what we do. We're constantly evaluating the experiences of our community to measure our impact and ensure that we are making real progress. Our latest external evaluation shows that 37% of respondents feel that Cornwall is welcoming to some extent, while 89% said that Cornwall Pride events have significantly raised awareness of the LGBTQ+ community (Cornwall Pride 2023 Rep...). However, the feedback also reminds us that there's more work to do, as many still feel Cornwall isn't fully safe or welcoming for LGBTQ+ individuals.

One attendee reflected:

"Lovely safe environment. It's always inclusive, very welcoming, and a great atmosphere."
(Cornwall Pride 2023 Rep...).

Growing our community.

We have worked hard to stay close to our community and respond to their needs during often changing financial and challenging life circumstances. As a result, we were delighted to see growth across our events, our partnership & our volunteers.

3500 active people in social community groups. (up 1.5k)

180 Partner organisations (up 52)

132 Volunteers (up 25)

53 Corporate Partners (up 23)

Who are our community

Our community is made up of individuals from all corners of Cornwall and beyond, as well as allies and organisations that share and support Cornwall Pride's mission. Together, we create spaces where diversity is celebrated, and inclusion is at the forefront. From individuals attending our events to organisations that provide crucial services, each plays an important role in driving forward our collective vision.

As one supporter noted:

"Cornwall has literally been a wash of Pride; we've never seen so many Pride flags across Cornwall. Organisations want to be part of Pride, and there's so much more love for the community than ever before. This kind of visibility has just never been seen in Cornwall."

– Security support at a comty Pride (Cornwall Pride 2023 Rep...).

This growing support from all sectors shows that Cornwall is on a journey toward greater inclusivity, with each contribution making a lasting impact on our community.

"The data you have only scratches the surface of the true impact. For young people especially, having role models they can identify with is invaluable if Cornwall is to achieve its strategic goals. Pride represents inclusion at its best, and the positive ripple effects will be immeasurable."

– Cornwall Pride Trustee

It has been truly heartening to see that this year, 92% of our volunteers felt deeply supported by Cornwall Pride, eager to join our events and forge new connections.

Additionally, 88% of volunteers clearly understood their roles and responsibilities on event days, with many actively seeking out further opportunities to engage and contribute meaningfully within the community Prides. These efforts reflect the diversity of our volunteers, with 80% being between the ages of 19-65, 14% under 18, and 6% over the age of 65. This range highlights the various stages of our attendees' personal journeys, all united by a shared drive to build a more inclusive Cornwall.

"Volunteering at Cornwall Pride events has a huge impact. It allows us to be ourselves, to celebrate and express who we are in a safe, inclusive environment. It's about building connections, giving us hope, and bringing light into what can sometimes feel like a difficult journey. Being part of this community is uplifting and empowering."

- Cornwall Pride Volunteer

As Cornwall Pride transitioned from immediate responses to more sustainable, long-term plans, we remained closely connected with our community, evolving together. Through deep collaboration, we have ensured that our projects genuinely reflect the needs and aspirations of the people we serve. This joint effort has been both rewarding and impactful, fostering a sense of belonging and empowerment within our community, where members feel valued and influential in shaping the future of Cornwall Pride.

"This year's events have empowered individuals across Cornwall to embrace and celebrate their true selves. The growing visibility and inclusivity have given our community the confidence to stand proud in every corner of the region." - Partner Organisation - Staff member

External Evaluation & Feedback report

Each year, our insightful Evaluation & Feedback report provides a comprehensive look into how attendees and supporters perceive Cornwall Pride, their experiences, and their connection to the LGBTQ+ community across the region. This report delves into the feelings of attendees, capturing their sense of belonging and views on inclusivity within the community.

In 2023, data was collected from 398 attendees, offering diverse perspectives on Cornwall Pride events. The report reveals that 89% of attendees felt that these events significantly raised awareness of the LGBTQ+ community, demonstrating the powerful impact of our efforts (Cornwall Pride 2023 Rep...). It also highlighted the mixed feelings regarding Cornwall as a welcoming space, with 37% of respondents indicating that Cornwall is welcoming to some extent (Cornwall Pride 2023 Rep...).

Wellbeing Signposting

Our wellbeing signposting has grown into one of the most frequently visited sections of the Cornwall Pride website. Highlighted as an invaluable resource by our community, it stands alongside our calendar of upcoming events as a crucial tool shared on social media. Over the past year, we've significantly increased the number of listed resources and support avenues, reflecting the growing demand for mental and emotional support within the LGBTQ+ community in Cornwall.

The primary focus remains on mental and emotional wellbeing for LGBTQ+ individuals, which makes up the majority of the resources offered. Closely following this are general community support services, with LGBTQ+ inclusive events and activities also being popular.

Recognising the increasing relevance of digital communities, we have introduced dedicated online support sections that direct users to virtual spaces and platforms specifically designed for our LGBTQ+ community. This addition is aimed at enhancing accessibility and helping people find the right support regardless of their location.

By expanding these resources and strengthening our digital outreach, we continue to foster a safe and supportive environment both online and offline.

Wellbeing signposts to +100 services in 2023

Celebrating our community

This year, our #PenguinSoup, and #AHateFreeCornwall campaigns were in full swing, celebrating the contributions and achievements of our Cornwall Pride community and sharing the benefits of being involved with us on social media.

In a broader context, we have been actively endorsing the communications for the "A Hate Free Cornwall" project, the start of a collective of organisations united in our stand against discrimination and prejudice. Thank You!

Section 7

Penguin Soup to add further details

Offering peer – peer support

Lead: Elliot Kenton People Lead

Elliot looks after our penguin soup peer to peer support, making sure that both facilitators and participants get the best experience from our support.

Within the remit of Cornwall Pride, Penguin Soup offers welcoming and inclusive environments specifically for adults (25+) in the LGBTQ+ community and their allies across Cornwall. This project seeks to cultivate inclusive spaces where unity thrives. Central to our mission is the reduction of isolation and alienation. By increasing avenues to mental wellness assistance, be it through collaborative partnerships or through Cornwall Pride's own resources, we are dedicated to uplifting community mental well-being and decreasing risks of poor mental health and suicide within the community.

Our collaboration goes beyond the resolute Cornwall Pride crew. In conjunction with our Mental wellness projects, Penguin Soup has emerged as a magnet for the expertise of Mental Health Professionals from the Southwest. Our network includes 18 skilled professionals generously donating their expertise. Through regular gatherings, we exchange ideas, explore future partnerships, and leverage their deep knowledge in mental well-being. A heartfelt shoutout to Nicki Kilbey, Katie Jones and Daisy Taylor & John Walter for their dedication. We are always meticulous, ensuring any needed adjustments are made while collaborating, and we uphold the strictest standards with DBS checks and safeguarding training.

Mental Health Hub, at all 11 Prides + 5 festivals

In the vibrant backdrop of Cornwall's cultural and festival scene, Cornwall Pride has carved out a sanctuary. We have set up a dedicated wellbeing hub at over 11 Pride gatherings and numerous music festivals in 2023, stocked with crucial signposting to local mental health and well-being resources. And it is not just about information; this harbour is supported by mental health pros, ready to assist.

In 2023 - 2024, these spaces hosted hands-on workshops by mental health specialists. We are proud to mention our roster of 18 adept professionals, who keep showing up, generously sharing their knowledge.

But we have not confined this project to physical spaces. Dive into our website, and you will discover a digital counterpart to this hub, packed with links to Cornish entities offering mental health guidance and support. Before any piece of information sees the light of day—whether on print or our site—we ensure its spot on. This is not just a directory; it is a resource pool we tap into for our collaboration-heavy, workshop-style events with Penguin Soup.

+45,000 people footfall, +4,000 people interaction, +1000 conversations:

Penguin Soup's Digital Engagement

Between 2022 and 2023, Penguin Soup saw impressive growth in its digital engagement. The Facebook group increased by 54%, growing from 123 to 190 members. This surge highlights the increasing need for digital support spaces and the success of Penguin Soup's efforts in fostering an inclusive online community for Cornwall's LGBTQ+ population.

The introduction of a dedicated chat group, managed by the project lead, has further enhanced the experience by offering real-time guidance and resources, ensuring that members stay connected and supported.

In addition to Facebook, platforms like TikTok and Discord are part of the evolving digital strategy, aimed at reaching younger audiences and expanding mental health and social support

Penguin Soup continues to embrace digital opportunities, creating safe and supportive spaces that meet the needs of the community both online and in-person.

The Penguin Soup volunteer team for 23-24 consists of 14 individuals who have a variety of clinical and support backgrounds. 5 of these people are legacy volunteers from last year. The majority of these volunteers also have some lived experience of mental ill health and 3 have disclosed that they are neurodivergent in their equal opportunities forms.

We have received 5 emails specifically directed to the Penguin Soup project. 2 of these emails were offers of workshops and creatives offering their services while the other 3 were individuals in the queer community and/or mental health professionals reaching out for support and signposting.

The Google sheets spreadsheet continues to be constructed with information on organisations around Cornwall who offer mental health and wellbeing advice and support. This database is a work in progress for the Cornwall Pride website and will be used as a resource for signposting as well as a directory to draw upon for collaborative workshop style events with Penguin Soup. This database has been seen as a desirable resource by partner organisations such as the NHS. The aim is to complete this database and have it available on the Cornwall Pride website by April 2024.

Actions:

- Continue to recruit Penguin Soup facilitators to the project
- Continue to upskill training within the team, MH professionals and volunteers - Autism awareness is an additional request to the original list of Mental Health First Aid, Suicide First Aid, Safeguarding Tier 2 and DBS checks.
- Further market research into adult wellbeing in Cornwall using the Warwick Edinburgh Wellbeing Scale as cited in the project plan.
- Collaborate with experts to co-design the Penguin Soup wellbeing space at Cornwall Pride events

Section 8

Events

Community Prides, celebration, and support

Matthew Kenworthy Gomes CEO

Matthew is responsible for our events portfolio, overseeing over 33 events each year.

Aaron Monk – Events Lead 2023

Aaron was the main strategic project planner for the events, including helping the team with both event and planning queries.

Elliot Kenton - People Lead 2023

Elliot supports the smooth running of our people within the entire events programme – from volunteer engagement to on the day people management.

Lisa Telfer Brunton - Marketing Lead 2023

Lisa produced content for digital media, including our physical magazine accessible at all our events.

Celebrating Pride: Together in Unity:

Cornwall Pride continues to shine with its 11 vibrant community Prides, remaining steadfast in its mission to foster inclusivity, visibility, and unity across Cornwall. Our events embody best practices, enabling communities to share their achievements, challenges, and visions. This year, we engaged over 398 attendees through these events, fostering a deep sense of belonging, celebration, and education (Cornwall Pride 2023 Rep...). By blending in-person and digital engagement, we continue to serve and celebrate our diverse communities.

Building on 2023 Achievements:

In 2023, Cornwall Pride expanded its impact, hosting 33 events and attracting over 45,000 participants, including Prides, workshops, and online support spaces (Cornwall Pride 2023 Rep...). (Cornwall Pride 2023 Rep...). With an impressive 89% of attendees feeling that Pride significantly raised awareness of the LGBTQ+ community, it's clear that our efforts are making a substantial difference (Cornwall Pride 2023 Rep...). Additionally, 73% of respondents rated the events as excellent, underscoring the positive reception and impact of our projects (Cornwall Pride 2023 Rep...).

Bringing Our Vision to Life:

Guided by the ethos of "Love Who You Want to Love" and "Be Who You Want to Be," Cornwall Pride's events reflect our core values. Our efforts aim to inspire, uplift, and empower, contributing to our long-term goal of achieving a 'Hate Free Cornwall.' This year, 77% of respondents said they were very likely to recommend Cornwall Pride to friends and family, further highlighting the value and influence of our community-driven approach (Cornwall Pride 2023 Rep...).

2023 Event Highlights:

Our flagship event, Cornwall Pride (formerly Truro Pride), held on the August bank holiday, saw a remarkable turnout with over 15,000 attendees. This was followed by Falmouth Pride, which kicked off the season with nearly 7,000 attendees (Cornwall Pride 2023 Rep...). These gatherings epitomised Cornwall Pride's commitment to fostering inclusive spaces for celebration and connection, while also addressing the evolving needs of our community.

Looking Ahead:

As we look toward 2024, Cornwall Pride remains dedicated to expanding its reach, supporting communities across Cornwall, and continuing to promote inclusivity and diversity. With face-to-face engagement at the heart of our approach, we will build on this year's successes to ensure that everyone can celebrate, feel supported, and connect in safe, welcoming environments (Cornwall Pride 2023 Rep...).

33 community events +45,000 attendees

Guided by our vision to inspire communities to champion a 'Hate Free Cornwall' under the ethos of 'Love Who You Want to Love' and 'Be Who You Want to Be', our 11 community Prides successfully celebrated diversity while raising awareness and providing support.

Feedback Highlights

"Fantastic, joyful, and well-organised event." [Bodmin]

"Absolutely brilliant, family-friendly event." [Newquay]

"Local presence meant everything. It brought out more friends and families, making a huge impact." [Penzance]

"Lovely safe environment, always inclusive, very welcoming, and a great atmosphere." [St Austell]

"The whole event was a joy – witnessing our entire community come together was heartwarming." [Truro]

Attendee feedback continues to reflect the powerful impact of our events, with 73% of respondents rating Cornwall Pride as "excellent" and 89% agreeing that it raised awareness of the LGBTQ+ community significantly. However, as with any project, there were suggestions for improvement, such as increasing accessibility for neurodiverse attendees and maintaining the authenticity of smaller community Prides (Cornwall Pride 2023 Rep...).

Aligned with 2023-2024 Goals:

This feedback supports Cornwall Pride's commitment to creating inclusive, welcoming events that foster unity and raise awareness. In 2024, we are dedicated to expanding our community Prides, improving accessibility for neurodiverse and disabled individuals, and ensuring every event is a celebration of diversity and acceptance. Our focus remains on reaching deeper into the community while embracing the evolving needs of LGBTQ+ individuals across Cornwall.

"For making Pride Events fully inclusive to every gender, young and old, every race, every disability. For making Pride Events safe places to be. Cornwall Pride works hard in making it diverse and welcoming."

- Pride Attendee

Accessibility

Reflecting on our mission of 'A Hate Free Cornwall', the feedback from our 11 community Prides highlights our emphasis on inclusivity and accessibility. While the events were especially comforting for those with anxiety or neurodiversity, there's always room for improvement to wholly represent our values of 'Love Who You Want to Love' and 'Be Who You Want to Be'.

Areas for Enhancement: In response to feedback from attendees, Cornwall Pride is focused on improving accessibility and ensuring every individual can fully participate and enjoy the events. Below are the key areas identified for enhancement:

- **Sensory Considerations:** Attendees highlighted the need for **quiet zones** to accommodate those sensitive to noise and crowded spaces. This is particularly important as **31% of attendees identified as having a neurodiversity or long-term health condition**, a significantly higher percentage than the broader Cornwall population (Cornwall Pride 2023 Rep...).
- **Event Information:** There were calls for **more detailed event schedules** and information about venues to help reduce anxiety, especially for those who prefer structured environments (Cornwall Pride 2023 Rep...).
- **Seating Provisions:** Many attendees, including older individuals and those with mobility issues, requested more **seating options** at venues to enhance comfort and accessibility.
- **Transportation and Venue Accessibility:** Feedback also highlighted challenges with **difficult terrain** at certain venues and **inadequate transportation options**, making it harder for some individuals to attend (Cornwall Pride 2023 Rep...).

- **Venue Layout: Wheelchair accessibility** was a recurring concern, particularly in areas with steep inclines. Enhancing layout planning will be a priority to ensure smooth navigation for all attendees (Cornwall Pride 2023 Rep...).

Feedback Highlights:

"Attending this event was a breath of fresh air. It's the first Pride where the noise didn't overwhelm me, allowing me to fully participate." [Newquay]

"A clearer event schedule would have significantly reduced my anxiety." [Penzance]

"Navigating the parade as a wheelchair user was challenging due to the hilly terrain, yet the overall atmosphere was uplifting." [Saltash]

Further Enhancements for 2023-2024: Cornwall Pride is committed to enhancing the inclusivity of its events based on the feedback received in 2023. This includes:

- **Creating quiet, sensory-friendly zones** at all major events to accommodate neurodiverse attendees.
- **Improving pre-event communication** by offering comprehensive schedules and accessible information about venues.
- **Increasing seating provisions** for those with mobility needs and ensuring that all **venues are wheelchair accessible**.
- **Collaborating with transportation services** to make events more accessible for those without easy access to transit.

These enhancements, combined with our commitment to fostering a safe and inclusive environment, aim to ensure that all attendees, regardless of their needs, feel supported and celebrated at Cornwall Pride events.

Impact

Raising Awareness: Cornwall Pride's 2023 engagements across 11 community Prides continued to elevate the visibility of the LGBTQ+ community in Cornwall. In alignment with our ethos, "Love Who You Want to Love" and "Be Who You Want to Be," **89% of attendees** reported that these events significantly raised awareness of the LGBTQ+ community, contributing to the vision of a 'Hate Free Cornwall'. (Cornwall Pride 2023 Rep...)

Participant Voices:

- *"I have never felt so accepted and understood—this is what community should feel like."* [Bude]
- *"My 11-year-old daughter came out during the parade. It was a huge moment for her, and we'll always cherish that day."* [Newquay]
- *"I've never seen my child so confident and happy in their identity."* [Penzance]
- *"This event affirmed my sense of belonging in ways I hadn't expected."* [Falmouth]
- *"The sense of togetherness was overwhelming—it gave my daughter hope that she'll find her tribe."* [Truro]
- *"This event made me feel safe enough to be who I truly am."* [Saltash]

Enhancing Inclusivity: As Cornwall Pride looks ahead, there are key areas where we plan to enhance accessibility and inclusivity. These include:

- **Quiet zones** for neurodiverse attendees, as **31%** of participants identified as having a disability or neurodiverse condition (Cornwall Pride 2023 Rep...).
- **Improved seating and venue access** for those with mobility issues, addressing concerns raised by attendees who found some terrains challenging.
- **Clearer pre-event communication** about schedules and logistics, to reduce anxiety and enhance overall event planning.

Feedback consistently highlights the need for more accessible event venues, sensory-friendly environments, and better transportation options, as many participants faced difficulties reaching certain Pride locations (Cornwall Pride 2023 Rep...).

Looking Ahead: As we refine our approach for 2024, our goal remains clear: to create safe, celebratory spaces that reflect the diverse needs of our community. Building on the success of **77% of attendees recommending Cornwall Pride to their friends and family**, we are committed to fostering unity, visibility, and inclusivity throughout Cornwall (Cornwall Pride 2023 Rep...).

Cornwall Pride's work is ongoing, and the feedback from 2023 reinforces the importance of continuous improvement to ensure that everyone feels supported and celebrated.

Section 9

Digital content

Producing valued content, best practice, and inspiration

Matthew Kenworthy Gomes CEO

Matthew is responsible for managing our digital content across the website and social, as well as leading on digital development and projects.

Lisa Telfer Brunton - Marketing Lead 2023

Lisa produced content for digital media, including our physical magazine accessible at all our events.

Richard Shepherd - Web Developer - 2023

Richard through Curly Cottage redesigned our new website and connection to our communities.

Promoting Inclusivity and Celebrating Diversity through Digital Projects

In 2023, Cornwall Pride made significant strides in expanding its digital platforms to further the mission of creating a 'Hate Free Cornwall.' A major highlight was the launch of our new website, developed by **Curly Cottage Media**, designed to enhance accessibility and engagement across the LGBTQ+ community. This dynamic, mobile-optimised platform serves as a central hub, seamlessly integrating essential services like the **Penguin Soup project**, which provides mental health resources tailored to LGBTQ+ individuals. The website has also facilitated deeper engagement across social media, particularly through platforms such as Facebook and Instagram, where interaction increased following key events like Truro Pride.

Through these digital projects, Cornwall Pride has broken down barriers to participation, creating spaces where individuals can connect, celebrate, and access critical support. Our enhanced digital presence has not only increased our reach but also strengthened our capacity to support the unique needs of our community by offering safe spaces for discussion, celebration, and mental well-being.

Sharing Knowledge and Collaboration

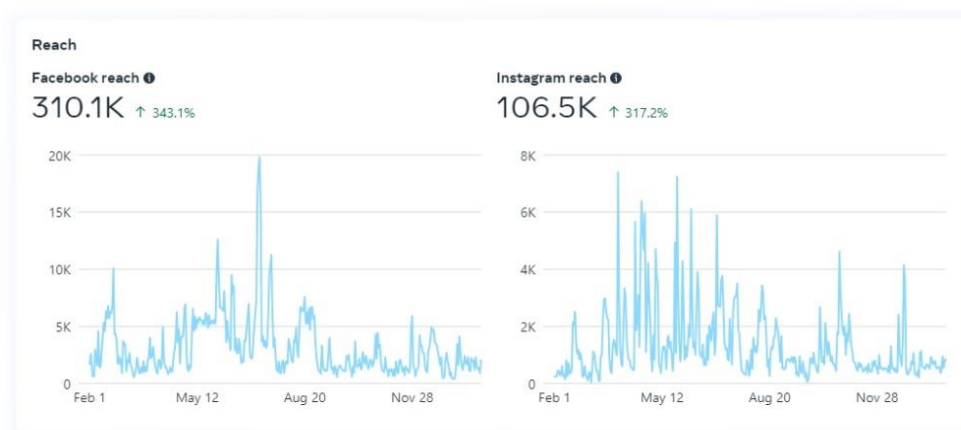
Cornwall Pride has also focused on expanding communication efforts and fostering partnerships with local and national organisations. These collaborations have allowed us to better understand and respond to the evolving needs of the LGBTQ+ community, particularly regarding inclusivity at events and mental health support. Projects like the **Penguin Soup mental well-being workshops** have become central to these efforts, providing free resources to community members and offering crucial support during challenging times.

In 2023, Cornwall Pride amplified impactful community projects by curating content that highlights key projects. By showcasing these stories across our digital platforms, we have continued to uplift the voices that matter most, promoting awareness and creating opportunities for education and advocacy within the community.

Looking Forward: 2024 and Beyond

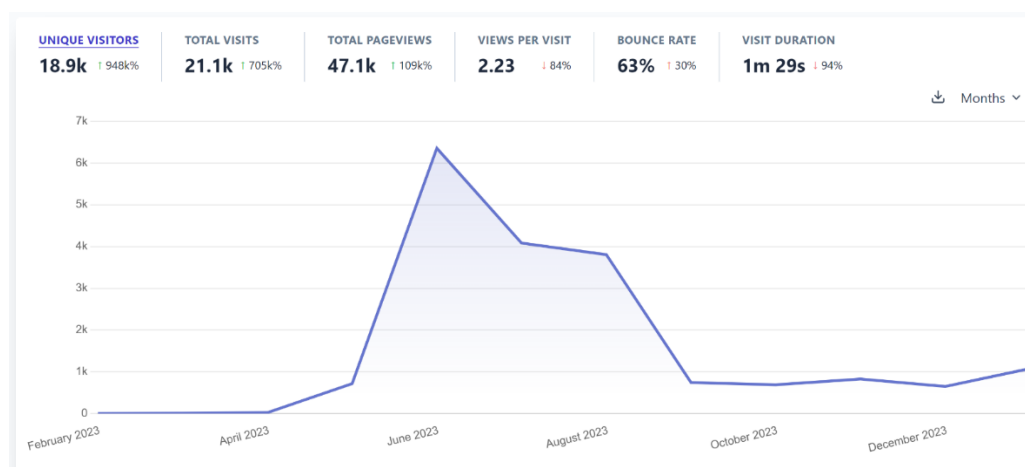
Cornwall Pride remains committed to scaling our digital projects and deepening community engagement. Our partnership with **Curly Cottage Media** will continue to evolve, ensuring our platforms meet the growing demands of the community. We aim to explore new digital spaces, expand mental health resources, and ensure accessibility for all.

With a focus on inclusivity and collaboration, Cornwall Pride is determined to build on the success of 2023, creating safe, celebratory spaces both online and in-person that empower LGBTQ+ individuals to live authentically and proudly.



17,000 followers on Facebook

150,000 monthly interactions across all social media platforms



19,000 Unique Visitors

47,000 Page Views

Section 10

Inclusion Training *"this is not a tick box"*

Cornwall Pride continues to expand its impact beyond events and online platforms through the successful delivery of our **Inclusion Training programme**. This project, now fully operational, provides training to organisations across Cornwall, fostering acceptance, understanding, and empathy for the LGBTQ+ community. Recent partners that have benefited from our tailored sessions include **Cornwall Community Foundation**, a cohort from **Cornwall Chamber of Commerce**, **St Austell Brewery**, and **Sea Salt Cornwall**. This marks a significant milestone in our mission to educate and support key businesses and communities across the region.

The training is customised to meet the specific needs of any organisation, ensuring that all participants leave with a comprehensive understanding of LGBTQ+ inclusion and practical strategies for fostering a more supportive and inclusive environment. This not only educates but also strengthens connections between the business and community sectors in Cornwall.

With many more **partners** already requesting training, Cornwall Pride is excited to continue empowering organisations to make meaningful changes. To learn more & book a session: info@cornwallpride.org.

Section 11

Partnerships and collaboration

Continuing to lead the way with our partners.

At Cornwall Pride, we believe that true progress is made when communities come together with shared goals and values. This year, we've built even stronger partnerships with local businesses and organisations, all of whom are committed to making Cornwall a more inclusive place for the LGBTQ+ community.

One of our most exciting collaborations has been with **Sea Salt Cornwall**, where we worked together to amplify visibility for the LGBTQ+ community in key public spaces across Cornwall. By integrating Pride into everyday Cornish life, we've been able to foster deeper connections with the wider community and promote inclusivity in places where it matters most.

Our partnership with **St Austell Brewery** has also played a crucial role in extending Pride's reach. Through this collaboration, we've held events in some of Cornwall's most iconic public venues, spreading the message of inclusivity to a diverse audience. Their support has helped us turn familiar settings into powerful spaces for celebration and education.

Working alongside **Transparent Presence**, we've strengthened our commitment to supporting the trans community by raising awareness and providing crucial resources. Together, we've worked to ensure that trans voices are heard and that their experiences are represented across all our events.

These partnerships reflect Cornwall Pride's mission to create a 'Hate Free Cornwall.' By joining forces with organisations that align with our values, we can extend our reach and ensure that Cornwall is a place where everyone feels welcome, celebrated, and free to be themselves. Looking ahead, we are excited to continue working with these organisations while forming new partnerships that will help us further our mission. Together, we will build a brighter, more inclusive future for all.

Thank You to all of our partners for their continued support and collaboration. Your dedication helps us make Cornwall a beacon of hope, love, and acceptance for the LGBTQ+ community and beyond.

Section 12

Report of the trustees

Structure, governance, management, and financial activities: Feb 23 to Jan 24

Richard Shepherd Treasurer

Richard delivers and develops the finance and governance management functions at Cornwall Pride.

Lisa Telford Brunton Finance officer.

Lisa works to support the finance and the wider Cornwall Pride team with any accounting and finance needs.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st January 2024. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006, and

"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 2015)".

Our trustees in 2023-2024

Michael Honey 24082020 [for [5] years]

Sophie Meyer 27112021 [for [3] years]

Perrin Hooper 14072022 [for [3] years]

Parminder Dosanjh Phillips 14012023 [for [3] years]

Laura Outten 14012023 [for [3] years]

Eilish Calnan 14012023 [for [3] years]

Richard Shepherd 29072023 [for [3] years]

Out Going trustees 2023-2024

Barbara Elizabeth Rounsevel MBE 31st January 2024

Marcus Alleyne 31st January 2024

Alex Gibbon 31st January 2024

New trustees 2024-2025

Miley Rose 24/02/2024 [for [3] years]

Out Going trustees 2024-2025

Kathleen Jane Jones

[MORE ABOUT OUR TRUSTEES](#)

Financial Review:

The UK economy continues to face challenges, including the cost of living crisis, political instability, and the lingering effects of the pandemic. Despite these conditions, Cornwall Pride has demonstrated financial resilience, showing robust growth across both unrestricted and restricted funds.

For the financial year ending 31 January 2024, Cornwall Pride's **unrestricted income** rose to **£80,610.73**, a significant increase from the previous year, driven by strong **merchandise sales**, donations, and partnerships. Our **total income** for the year amounted to **£237,977.73**, with **restricted income** contributing **£157,367.00**. A major component of this was the **£142,000.00** grant from The National Lottery Community Fund, which supported our 11 community Pride events (Cornwall Pride Accounts...).

Total expenditure for the year was **£177,301.22**, carefully managed to ensure financial stability. This resulted in a **total surplus of £60,676.51**, providing a solid foundation for continued growth and community outreach (Cornwall Pride Accounts...).

Merchandise Sales, Donations, and Partnerships

Merchandise sales contributed **£31,676.27**, a key driver in our fundraising efforts. Additionally, we received **£34,549.85** through corporate partnerships and political donations, further strengthening our financial position. Donations from individuals amounted to **£6,558.17**, reflecting continued support from the community (Cornwall Pride Accounts...).

Our expanding portfolio of **training & talks** generated an additional **£7,826.44**, marking a new revenue stream that aligns with our mission of promoting inclusivity and educating communities on LGBTQ+ issues (Cornwall Pride Accounts...).

Expenditure

For the financial year ending 31 January 2024, Cornwall Pride's **total expenditure** amounted to **£177,301.22**, reflecting a well-managed approach to costs across various essential activities. Below is a detailed breakdown of how the funds were allocated:

Events:

The largest portion of our expenditure went towards **event-related costs**, totalling **£82,556.44**. These funds supported the planning and execution of our 11 community Pride events, ensuring that each event was inclusive, accessible, and impactful for all attendees. This also covered venue hire, logistics, and performer fees, which are central to the success of these events (Cornwall Pride Accounts...).

Salaries:

Staff salaries accounted for **£59,546.22**, which includes wages for our full-time and part-time staff members who manage Cornwall Pride's operations, events, and community outreach programmes. This is a critical investment in ensuring that our growing charity continues to thrive and deliver meaningful projects for the LGBTQ+ community (Cornwall Pride Accounts...).

Direct Expenses:

Direct operational costs, including materials, supplies, and other essentials, amounted to **£4,131.91**. This covered the day-to-day running of Cornwall Pride and supported our volunteers and event staff (Cornwall Pride Accounts...).

Marketing and Advertising:

Marketing is a vital component of our outreach efforts, enabling us to raise awareness and increase engagement. This year, **£9,549.54** was spent on advertising and marketing to promote Cornwall Pride's events and campaigns across various platforms (Cornwall Pride Accounts...).

Volunteer Costs:

Volunteers are the backbone of Cornwall Pride, and **£449.50** was spent on supporting our volunteers, including training, expenses, and recognition (Cornwall Pride Accounts...).

Staff Training:

Investing in our staff's development is crucial to our long-term success. This year, we allocated **£4,512.00** towards **staff training**, which enabled our team to stay informed about best practices and current trends in LGBTQ+ advocacy (Cornwall Pride Accounts...).

Legal and Professional Fees:

Legal and professional services amounted to **£4,100.00**, covering necessary consultation fees for ensuring the charity's compliance and operational efficiency (Cornwall Pride Accounts...).

General Expenses:

General expenses, which include miscellaneous costs required for the smooth operation of the charity, totalled **£1,705.70** (Cornwall Pride Accounts...).

These expenditures were essential to delivering Cornwall Pride's key objectives, and despite rising costs, careful management allowed us to maintain financial stability while expanding our reach and impact.

Reserves Policy

As a newly formed charity, Cornwall Pride's **free reserves remain at £102,163.62**, meaning we are yet to meet our reserve policy target. Our goal is to build unrestricted reserves of **£175,000** to safeguard future operations and support long-term sustainability. This reserve level considers the variability of income, employment costs, and the funding needs for planned projects. As we grow, building these reserves will ensure Cornwall Pride can continue to respond quickly to challenges and opportunities (Cornwall Pride Accounts...).

The total net assets of the charitable incorporated organisation were **£102,163.62** at 31st Jan 24 with **£85,662.26** of unrestricted funds and **£16,501.36** of restricted funds. The reserves policy of the charity is therefore not met.

Going Concern

Looking ahead, the trustees have approved a strategic budget for 2024, ensuring the charity remains agile in an environment of rising costs and inflation. Salaries, which will account for **70% of total expenditure**, are under review to ensure staff are fairly compensated in line with living wage expectations. Our focus on maintaining fiscal discipline while expanding our impact means we are well-positioned to navigate future challenges (Cornwall Pride Accounts...). This included a living wage pay rise is in review in line with ACEVO's salaries and remuneration survey of charities of similar size to Cornwall Pride in the UK.

Reflection and Looking Forward

Cornwall Pride's commitment to the community remains unwavering. In response to the changing landscape, we have shifted back to a more face-to-face engagement model, launching new events, partnerships, and diverse content to better serve the LGBTQ+ community in Cornwall. Armed with these insights and a refreshed strategy, we are confident that the coming year will be one of continued growth and impact.

As we close this financial year, Cornwall Pride stands strong as a beacon of hope and support for the LGBTQ+ community, well-prepared to meet the challenges and opportunities that 2024 will bring.

Structure, governance, and management

Governance

The charity is controlled by its governing document CIO - FOUNDATION Registered 24 Aug 2020 as the: Constitution of Cornwall Pride Charitable Incorporated Organisation.

The governing document was reviewed in the year to ensure it remains fit for purpose, in line with changing regulations and to ensure our key objects are being met. Changes to our governing document and approved at our AGM in Nov 2023.

The charity is currently in the process of updating its Constitution of Cornwall Pride Charitable Incorporated Organisation at the AGM 2024 which will be held on 22nd November and where we will look to include a salaried secretary within the constitution of the CIO foundation.

Changes to our trustee board

The following changes have been made to our trustee board:

Out Going trustees 2023-2024

Barbara Elizabeth Rounsevel MBE, Marcus Alleyne, Alex Gibbon

New trustees 2024-2025 Miley Rose 24/02/2024 [for [3] years]

Out Going trustees 2024-2025 Kathleen Jane Jones

Decision making

The charity is run by the board of trustees, which sets and monitors strategy and policy. The board receives quarterly reports of all the activities of the charity.

Induction and training of new trustees

Upon their appointment, new trustees of Cornwall Pride are provided with a comprehensive induction package. This kit brings together essential insights from the Charity Commission, tailored specifically for our organisation's unique context. Included but not limited to, drawing information from the various Charity Commission publications signposted through the Commission's guide "the Essential Trustee".

The induction materials include:

- Cornwall Pride Charitable Incorporated Organisation's Constitution
- A governance manual detailing operational guidelines and best practices
- The most recent financial statements and management accounts
- The organisation's current strategy and yearly business plan, inclusive of the financial forecast

These resources encompass:

- Duties and responsibilities of trustees, the CEO, and the senior management team
- Core operational guidelines outlined in the charity's constitution
- Cornwall Pride's future aspirations, its mission, vision, and core values

A robust trustee training regimen, offering a mix of self-paced learning, external sessions, and collaborative peer engagements, ensuring ongoing development and elevated performance. Newly appointed trustees are also motivated to actively engage and immerse themselves within Cornwall Pride, acquainting themselves with the broader context of our operations.

Cornwall Pride has an updated handbook for a 2024 release. This handbook aims to collate all vital documents into a singular, easy-to-reference package for our trustees, senior management team, and volunteers, enhancing clarity and promoting transparency throughout the organisation.

Key management remuneration

Cornwall Pride's governance is spearheaded by its board of trustees in collaboration with the senior management team, collectively representing the charity's key managerial personnel. They shoulder the responsibility of daily oversight, direction, and operation of the charity. It is noteworthy that our trustees volunteer their expertise without any remuneration. As for senior staff compensation, none exceeded £60,000 within the year. If any salary were to cross this threshold, it would be subject to an annual review,

Annual Review 2022 (Feb 23 to Jan 24)

typically aligning with average earnings. To ensure fair compensation practices, Cornwall Pride benchmarks against remuneration standards in peer charities of comparable size and scope.

Developments 2023- 2024

Cornwall Pride will persistently enhance its internal mechanisms and provide exceptional content to our community. By collaborating with our partner organisations, we aim to accelerate and amplify our positive impact.

Reference and administrative details.

Register Company number. CE023678

Registered Charity number 1191003

Registered office Cornwall Pride, Hall for Cornwall, Back Quay, Truro, TR1 2LL

Trustees:

Michael Honey 24082020 [for [5] years] , **Sophie Meyer** 27112021 [for [3] years], **Perrin Hooper** 14072022 [for [3] years], **Parminder Dosanjh Phillips** 14012023 [for [3] years], Laura Outten 14012023 [for [3] years], **Eilish Calnan** 14012023 [for [3] years], **Richard Shepherd** 29072023 [for [3] years], **Miley Rose** 24022024 [for [3] years]

Senior Manager:

Title: Chief Executive Officer Name: Matthew Kenworthy Gomes

Independent examiner, bankers, and legal advisers

Independent examiner

Whyfield Limited, Ground Floor, Building A, Green Court, Truro Business Park, Threemilestone, Truro, TR4 9LF

Bankers, Barclays Bank, Truro, Cornwall, TR1 2RB

Legal Advisers: Spencer West LLP Longbow House, 20 Chiswell Street, London, EC1Y 4TW

Independent examiner's report:

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2023.

The members have not required the charity to obtain an audit of its financial statements for the year ended 31 January 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable incorporated organisation.

The financial statements were approved by the Board of Trustees and authorised for issue on 19th October 2024 and were signed on its behalf by: Eilish Calnan (Chair) – Trustee & Richard Shephard (Treasurer) – Trustee.

Cornwall Pride

Charity No 1191003

Receipts and Payments Accounts

31-Jan-24

**Cornwall Pride
Administrative Details**

Charity name	Cornwall Pride
Charity registration number	Charity No 1191003
Trustees	Richard Shepherd Eilish Calnan Parminder Dosanjh Phillips Laura Outten Mx Perrin Hooper Sophie Meyer Michael Honey
Independent Examiner	Whyfield Limited Ground Floor, Building A Green Court Truro Business Park Threemilestone TR4 9LF

Cornwall Pride
Charity No 1191003

Independent Examiner's Report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/01/2024.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiners' Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

1. accounting records were not kept in accordance with section 130 of the Act or
2. the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: _____ Date: _____

Name: _____

Relevant professional qualification(s) or body (if any): _____

Address: Whyfield Limited
Ground Floor, Building A Green Court
Truro Business Park
Threemilestone
Truro
Cornwall
TR4 9LF

Cornwall Pride
Charity No 1191003
Receipts and payments accounts

Section A: Receipts and payments	Unrestricted funds	Restricted funds	Total Funds 2024	Total Funds 2023
<i>A1: Receipts</i>				
Sales	31,676.27	-	31,676.27	7,153.14
Charitable and Political Donations	34,549.85	40,146.00	74,695.85	40,253.93
Incoming Donations	6,558.17	-	6,558.17	4,151.39
Grant	-	117,221.00	117,221.00	145,175.00
Other Revenue	7,826.44	-	7,826.44	3,029.36
Sub Total	<u>80,610.73</u>	<u>157,367.00</u>	<u>237,977.73</u>	<u>199,762.82</u>
Asset and investment sales	-	-	-	-
Total Receipts	<u>80,610.73</u>	<u>157,367.00</u>	<u>237,977.73</u>	<u>199,762.82</u>
<i>A3: Payments</i>				
Direct Expenses	4,131.91	-	4,131.91	10,060.95
Advertising and Marketing		9,549.54	9,549.54	8,230.93
Accountancy		1,889.30	1,889.30	
Events		82,556.44	82,556.44	83,021.38
Volunteer Costs		449.50	449.50	954.79
Membership Fees and Subscriptions	860.20	-	860.20	176.40
Staff Training	4,512.00	-	4,512.00	3,899.61
Salaries		59,546.22	59,546.22	42,855.82
Legal and Professional Fees		4,100.00	4,100.00	2,000.00
Bude Pride		3,960.86	3,960.86	2,898.02
General Expenses	1,705.70	-	1,705.70	4,168.27
Bank Fees	-	-	-	9.54
Merchandise	4,039.55	-	4,039.55	-
Sub Total	<u>15,249.36</u>	<u>162,051.86</u>	<u>177,301.22</u>	<u>158,275.71</u>
Total Payments	<u>15,249.36</u>	<u>162,051.86</u>	<u>177,301.22</u>	<u>158,275.71</u>
Net of receipts/(payments)	65,361.37	(4,684.86)	60,676.51	41,487.11
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	<u>20,300.89</u>	<u>21,186.22</u>	<u>41,487.11</u>	-
Cash Funds this year end	<u>85,662.26</u>	<u>16,501.36</u>	<u>102,163.62</u>	<u>41,487.11</u>

Cornwall Pride
Charity No 1191003
Statment of Assets & Liabilites

	Unrestricted funds	Restricted funds
B1: Cash funds		
Cornwall Pride Barclays Business Account	81,660	-
Paypal Account	421	-
BBX Account	7,469	
Total cash funds	<u>89,550</u>	<u>-</u>

B2: Other monetary assets

Accounts Receivable	10,010	-
Stock	2,786	-

	Fund to which asset belongs	Cost (optional)
B4: Assets retained for the charity's own use		
CIC Assets	-	-
	-	-

	Fund to which liability relates	Amount due (optional)
B5: Liabilities		
Accounts Payable	183	-
	-	-
	-	-

Signed by one or two trustees on behalf of all the trustees

Signature 1: _____

Print name: _____

Signature 2: _____

Print name: _____

Notes to the financial statements:

1. STATUTORY INFORMATION

Cornwall Pride is a charitable incorporated organisation in England and Wales. In the event of the charity being wound up, the liability in respect of the trustees' guarantee is limited to £1 per trustee of the charity. The address of the registered office is given in the Trustees' Report on page X of these financial statements. The nature of the charity's operations and principal activities are the promotion of efficiency and effectiveness of charities, not for profit organisations and voluntary organisations, for the benefit of the public throughout the UK, by the provision of resources to optimise their communications.

2. ACCOUNTING POLICIES, Basis of preparing the financial statements:

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Further details are included in the Trustees' Report. The trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds; it is probable that the income will be received, and the amount can be measured reliably.

Donations

Donated facilities are included at the value to the charity where this can be quantified, and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers. For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable they will be fulfilled.

Trading activities

Income from trading activities includes income earned from sponsorship of events. Income is received in exchange for supplying services to raise funds and is recognised when entitlement has occurred.

Grants including government grants

Income from grants are recognised at fair value when the charity has entitlement after any performance related conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Event income

Event income is recognised at the point that the event takes place.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to headings, they have been allocated to activities on a basis consistent with the use of resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Governance costs

Included in governance costs are the costs associated with the governance arrangements of the charity. Costs include independent examination, legal advice for trustees and costs associated with constitutional and statutory requirements.

Allocation and apportionment of costs

Support and governance costs are recharged to charitable activities based on estimated usage, dependent on the type of expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates to write off each asset over its estimated useful life.

Computer equipment – 25% on reducing balance Website – 25% on reducing balance.

Tangible fixed assets are initially measured at cost and subsequently measured at cost less accumulated depreciation.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Debtors and creditors receivable/ payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

3. DONATIONS AND LEGACIES

	This Year	Last Year
Charitable and Political Donations	40,146.00	40,146.00
Incoming Donations	6,558.17	4,151.39

4. OTHER TRADING ACTIVITIES

	This Year	Last Year
Other Revenues	7,826.44	3,029.36

5. INVESTMENT INCOME

None

6. INCOME FROM CHARITABLE ACTIVITIES

		This Year	Last Year
Grants	Events	142,000.00	14,5175.00
Sales	Events	31,676.27	7,153.14

7. OTHER INCOME

		This Year	Last Year
Local Government Grant		0	18,675.00
Insurance claim		7,826.44	0

In 2023, other income included an insurance claim for the cancellation of Truro Pride due to bad weather which was rescheduled later in the year. There were no unfulfilled conditions and other contingencies attached to the claim.

8. CHARITABLE ACTIVITIES COSTS

	Unrestricted funds	Restricted Funds	Total Funds	Last Year
Direct Expenses	4,131.91		4,131.91	10,060.95
Advertising and Marketing		9,549.54	9,549.54	8,230.93
Accountancy		1,889.30	1,889.30	
Events		82,556.44	82,556.44	83,021.38
Volunteer Costs		449.50	449.50	954.79
Membership Fees and Subscriptions	860.20		860.20	176.4
Staff Training	4,512.00		4,512.00	3,899.61
Salaries		59,546.22	59,546.22	42,855.82
Legal and Professional Fees		4,100.00	4,100.00	2,000.00
Bude Pride		3,960.86	3,960.86	2,898.02
General Expenses	1,705.70		1,705.70	4,168.27
Bank Fees				9.54
Merchandise	4,039.55		4,039.55	
Sub Total	15,249.36	162,051.86	177,301.22	158,275.71

9. SUPPORT COSTS

	Management	Finance	Social & Marketing	Expenses	Totals
Events	£9,620.41	£6,370.48	£6,370.47	£5,213.56	£27,574.92
Project development	£10,970.41				£10,970.41
People	£14,650.44				£14,650.44
Organisational Development	£13,232.41				£13,232.41
TOTAL	£48,473.67	£6,370.48	£6,370.47	£5,213.56	£66,428.18

10. TRUSTEES' REMUNERATION AND BENEFITS

There were two trustees' remuneration with no other benefits for the year ended 31st January 2024.

£1,789.95 – Perrin Hooper for their performance / hosting services at community Prides in which they performed.

£2,520.37 – Richard Shepherd for web services and development through Curly Cottage Media

£4,310.32 Total

Trustees Expenses

During the year, £491.16 of expenses were reimbursed to one trustee for travel and subsistence.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

Staff 2022 – 5 however hours equivalent to, 2 FT, Not including the sessional event workers

	This Year	Last Year
Salaries	£59,546.22	£42,855.82
Total	£59,546.22	£42,855.82

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was: 0

12. TANGIBLE FIXED ASSETS

	This Year	Last Year
CIC Assets	£2,470.00	£2,470.00

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

None

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Deferred income refers to advance payments received by the charity for products or services that are to be delivered or performed in the future.

Also included in deferred income are amounts £0 which relate to events that had not taken place before the year-end.

15. MOVEMENT IN FUNDS

Total Receipts	80,610.73	157,367.00	237,977.73
Total Payments	15,249.36	162,051.86	177,301.22
Net of receipts/(payments)	65,361.37	(4,684.86)	60,676.51
A5 Transfers between funds			
A6 Cash funds last year end	20,300.89	21,186.22	41,487.11
Cash Funds this year end	85,662.26	16,501.36	102,163.62

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st Jan 2024.