



Annual Report & Financial Statements 2023

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Thank you

To our allies and dedicated supporters, to our committed sponsors and charity partners, to Greater Manchester's LGBTQ+ communities. Your unwavering support has been the cornerstone of all that we're immensely proud to have achieved in 2023. Your belief in us and your contributions to our cause continue to bolster our fight for LGBTQ+ liberation and empowerment, right here in Greater Manchester and beyond our beautiful city.

Through your generosity, our grant-giving initiatives have nurtured grassroots projects, enriching the lives of diverse queer communities across the city. At Manchester Pride Festival, you helped us create safe spaces for celebration, protest, and empowerment, providing a vital platform to amplify diverse LGBTQ+ voices.

But our mission extends far beyond our festivities over August Bank Holiday weekend. Through your donations and the initiatives you've supported, we've effected tangible, systemic change on a global scale.

Together, we will create a future where every LGBTQ+ person is free to live and love without prejudice.

With gratitude,

The Manchester Pride team

Chair statement

It is an absolute privilege for me to provide my first opening statement to you as the Chair of Manchester Pride. As you can imagine it has been a very busy time and a steep learning curve for myself and other Board colleagues and we hope that we have done justice to our roles on your behalf.

It is an honour to be a part of the Pride movement and a privilege to represent the city that we love. The measure of success of any Pride movement is in its inclusion, and as a custodian of one of the world's most iconic Prides, I am extremely conscious of our duty to the LGBTQ+ community to fully represent all the colours of the rainbow. Though we have made great strides we will still continue and strive to be a truly inclusive organisation that fully reflects our community.

2023 was a significant milestone for Manchester Pride. Over the last few years we have taken the time to listen closely to the communities we serve and support. And this has proved invaluable in shaping our organisation and mission for the future.

Today our mission is arguably more important than ever as we are witness to a time of some turmoil that has resulted in an increase in incidents of hate crime for LGBTQ+ people.

As an organisation that seeks to be inclusive, we face tough decisions reconciling the different and often complex views within our community. We want to be clear that we do not support those who seek to divide our community; our aim is to campaign and curate a series of events that celebrates and is respectful of difference. We are especially keen to support those members of our community, such as those who identify as trans, who face growing hostility from all sides, not least from an increasingly hostile media and social media.

Guided by one of our core beliefs in the importance of engagement, the last three years has seen us work with a range of stakeholders crucially including the communities we serve and represent to build a robust evidence base, which has informed both our celebratory and campaigning work.

As I reflect on 2023, I am happy to see that this year we have continued on our journey of renewal. As well as the focus on listening to communities and partners we have also delivered a series of events that have given a voice to a massively diverse range of groups and individuals who may have previously been unseen and unheard. Hearing these voices has given trustees, and the charity's team, a clear understanding of how we deliver on your expectations and aspirations.

As a result, 2023 was a year of continued development and success. Once again community, activism and giving were placed at the heart of everything we did.

A particular highlight for me personally was the Gay Village Party where we had fantastic levels of co-creation with our communities to curate what was our most diverse programme of events and experiences. It was also fantastic to see the Parade back to its former glory (in spite of a little rain).

It has been further pleasing to see our continued commitment to ensuring the availability of our community fund and the pledge to donate a set amount from each ticket sold directly to the Fund to support grassroots and other LGBTQ+ charity partners across Greater Manchester.

Trustees hope that this continued commitment, along with even more information on where your ticket money goes, has provided people with greater transparency. As a result of this new approach, in 2023, people who chose to buy tickets for the Gay Village Party raised £105,854 directly for the Community Fund.

On behalf of myself and my fellow Trustees it is an immense privilege to be part of this queer led organisation. We would like Mark and his amazing team for all their partnership and efforts over the last year.

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 and watch this space as we have big plans for the future.

David McGovern DL

Chair, Manchester Pride Board of Trustees



CEO statement

2023 has been quite the year. As a charity we achieved one of our widest reaching impacts to date. However, the year also presented us with a series of challenges that affected the delivery of our current strategy, testing our resilience and adaptability.

As I reflect on the progress made this year, I'm proud of how we responded to the needs outlined by our communities in our Pride In Our Future (PIOF) 2022 consultation. Our strategy for 2023 was designed with a clear focus on creating opportunities and providing support for the unique challenges faced by QTPOC (Queer, Trans, Intersex People of Colour) and the broader trans communities.

By prioritising their voices and experiences, we aim to create a more inclusive and supportive environment at our events and throughout Greater Manchester that reflects our values of Unity, Liberation and Joy.

The priorities concerning our communities the most were: LGBTQ+ Mental Health, LGBTQ+ Sexual Health and HIV Stigma. We tailored our activities and grant review processes to align with these key areas, ensuring that our initiatives are both impactful and responsive. This review provides an outline of our efforts and achievements in addressing these needs.

In response to economic uncertainty and wider global circumstances increasing financial pressures on LGBTQ+ people, we explored the best ways to further support and uplift our communities through challenging times. We were able to respond by increasing the number of Low Income Tickets available and offering free entry on the Monday of the Manchester Pride Festival. We were also pleased to offer free entry for LGBTQ+ community groups and charities into the Manchester Pride Parade. We'll continue to review the ways that we can make the Festival even more accessible and inclusive.

Unfortunately this year fewer people bought a ticket to attend our only paid for event; The Gay Village Party. As our fundraising efforts include a direct donation from ticket sales, fewer tickets sold meant that less funds were raised than the previous year.

However, we were thrilled that our ticket buyers and supporters raised just over £105,000 that will be distributed through our grant funds, providing essential support for LGBTQ+ groups, charities, initiatives and events throughout Greater Manchester at a time when they need it the most.

Like many other large Pride organisers we were faced with financial challenges which we had to create solutions for, whilst still

recovering from the impacts of the Covid 19 pandemic. And, whilst we delivered a strong financial performance in the areas that we could influence, the impact of reduced ticket sales, increasing costs for infrastructure, safety and increased insurance premiums forced the charity into a position to access its reserves.

Our current strategy was created to sustain a degree of agility and we had to exercise this by streamlining some of our activities, ensuring we remain focussed on our key purpose. As we head into 2024 we are optimistic about the opportunities for collaborative working that can support our activities.

The world is a scary place for some LGBTQ+ people right now, the rights that have been fought hard for are seriously at risk of being taken away.

Not too long ago the UK was recognised as a leader in LGBTQ+ rights across Europe, proudly holding the top position in the ILGA (International Lesbian, Gay, Bisexual, Trans and intersex Association) rankings. However, we now find ourselves ranked 17 out of 49 countries — a stark reminder of the work that remains ahead of us.

Whilst we have made strides in Greater Manchester, recognising that our activities have been impactful, advancing key priorities and

providing essential support to our communities, we must redouble our efforts to address these challenges, both locally and on a broader scale. At Manchester Pride we use every opportunity to influence positive change for LGBTQ+ people in as many ways and in as many places as we can. We're truly grateful for those who stand with us on our mission.

I'd like to finish by saying a huge thank you to all of my team and our volunteers, including the board of trustees. Our work continues and the challenges we face are tough. Together, we'll continue to drive positive change for our communities.

Mark Fletcher
Chief Executive Officer





Who we are

We are Manchester Pride. We are one of the UK's leading LGBTQ+ charities and we stand proudly as a beacon of resilience, liberation and unity within Greater Manchester's LGBTQ+ communities.

From the historic roots of our founding in 1985 when Manchester City Council's support ignited a two-week celebration of queer life, right to our present-day events and initiatives—we've remained steadfast in our commitment to improving the lives of LGBTQ+ people in Greater Manchester and beyond. We've long pioneered the fight against homophobia, biphobia, and transphobia in the city, campaigning to tackle anti-LGBTQ+ hate crime and working to help shape Greater Manchester into the vibrant hub of queer joy that we know and love today.

Thanks to your support, our grant-giving initiatives empower and enrich LGBTQ+ community groups and projects, breathing life into diverse grassroots projects that support the overall wellbeing of queer people in our city. Your donations enable us to host annual events that give a platform to LGBTQ+ people of all ages, and our flagship event, The Manchester Pride Festival serves as our party-as-protest showstopper—a safe space for the community to celebrate queer joy and identity that provides a vital platform for queer expression and visibility.

But beyond our celebrations, we are catalysts for change. From advocating for LGBTQ+ inclusivity and liberation in the workplace through our All Equals Charter, to providing invaluable community connection and skill sharing through our vibrant Community Sessions—we lead initiatives that touch every aspect of LGBTQ+ lives. Our mission extends far beyond just celebration; it's about effecting tangible, systemic change on a global scale.

At our core, we are driven by the values of unity, joy, and liberation. We firmly believe in the transformative power of collective action, recognising that true freedom is only achieved when all members of the LGBTQ+ community are uplifted and affirmed. We'll continue to say it loud: nobody's free until everybody's free, and every step we take is a stride towards a world where LGBTQ+ people are free to live and love without prejudice, and our culture is universally celebrated.

Our purpose

Manchester Pride creates opportunities to uplift queer communities and bring people together to celebrate LGBTQ+ life, while also campaigning for greater equality and liberation across Greater Manchester.

Our objectives

1. Campaign for advancements of LGBTQ+ equality at home and abroad.
2. Stage a world class celebration of LGBTQ+ life in Greater Manchester.
3. To make packages of support, including grants, available for LGBTQ+ communities, groups, organisations, events and good causes in Greater Manchester.

Our vision

is of a world where LGBTQ+ people are free to live and love without prejudice and our culture is universally celebrated.

Our mission

is to authentically celebrate and liberate diverse LGBTQ+ communities in Greater Manchester and beyond so we can all thrive.

Our values:

UNITY –

Great things are achieved by working harmoniously to achieve our vision

JOY –

Celebrating and taking unrivalled pleasure in the queer expression and our rich, diverse culture

LIBERATION –

Nobody's free until everybody's free

Our priorities

Communities:

We will put Greater Manchester's LGBTQ+ people at the centre of everything we do to ensure our communities are more involved in shaping Manchester Pride.

Activism:

We understand that our communities are more attuned than ever to social justice campaigns. Manchester Pride will advocate more for LGBTQ+ issues as we harness the power of allyship to champion for intersectional equality.

Giving:

We will elevate our grants programme to ensure more LGBTQ+ people have the chance to access, and benefit from, the Manchester Pride Community Fund.

Transparency:

We will provide opportunities for our communities to have greater visibility of the work of the Manchester Pride Charity week in week out.



Why we exist

Manchester Pride is a part of the largest LGBTQ+ liberation movement in the world, celebrating queer people, culture and expression as loudly and publicly as possible in a refusal to hide in shame.

Pride has grown exponentially in its 50+ year history as a large-scale social movement for queer 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.

But the fight is far from over. We live in an overtly heteronormative and cisnormative world; a world which assumes that everyone is heterosexual and cisgender until stated otherwise. Historically, if someone was to dare identify as LGBTQ+, they were seen as some sort of deviant and a threat to society.

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 LGBTQ+ youth increasingly experiencing bullying, self-harm and homelessness and the recent rise in anti-LGBTQ+ hate crimes, rhetoric and legislation, it's more vital than ever that Manchester Pride celebrations remain strong. 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.

What we deliver

- ▶ Manchester Pride Festival
 - ▶ The Human Rights Forum
 - ▶ The Gay Village Party
 - ▶ Youth Pride MCR
 - ▶ Family Pride MCR
 - ▶ Manchester Pride Parade
 - ▶ Superbia Weekend
 - ▶ The Candlelit Vigil
- ▶ Grants Programme: Community Fund, Superbia Queer Arts Fund, Impact Fund, Local Pride Fund
- ▶ The All Equals Charter
- ▶ Youth Pride MCR
- ▶ Community Sessions
- ▶ Superbia
- ▶ Volunteer programme



Our community impact

169,000

people celebrated queer life and love at Manchester Pride Festival

£105,854

raised for LGBTQ+ groups and organisations in Greater Manchester

81

projects supported in 2023

Over **18,000** parade participants

C. 12,000

people watched the Parade

11

Community Sessions

19

Youth Pride MCR workshops

116

LGBTQ+ young people engaged through Youth Pride MCR

2,250

hours of volunteer time donated

6,189,785

people reached on social media across 7 digital platforms

14,335,958

people reached through our media campaigns, educating the wider community on our activities and the importance of supporting the Pride movement



169,000
people celebrated
queer life and love at
Manchester Pride Festival



£105,854

raised for LGBTQ+ groups
and organisations
in Greater Manchester



Our events programme

Manchester Pride Festival

PARTY AS PROTEST

Manchester Pride Festival is a 'party as protest.' We're a part of the largest LGBTQ+ liberation movement in the world, celebrating queer people, culture and expression as loudly and publicly as possible in a refusal to hide in shame.

Pride has grown exponentially in its 50+ year history as a movement for queer liberation. But the fight is far from over. With LGBTQ+ youth increasingly experiencing bullying, self-harm and homelessness and the recent rise in anti-LGBTQ+ hate crimes, it's more vital than ever that Manchester Pride celebrations remain strong.





How we fundraise at Manchester Pride Festival

The Manchester Pride Festival is instrumental to how we as a Charity deliver our public benefit. The Gay Village Party is our only paid event at Manchester Pride Festival—a £2.50 fixed donation from every ticket goes directly 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 contributes towards the delivery of a safe community celebration for queer communities to enjoy.

The Manchester Pride Community Fund offers grants of £250 - £10,000 in funding, and is open for applications year round. By buying a ticket to the Gay Village Party, you meaningfully contribute to improving the lives of LGBTQ+ people across the city.

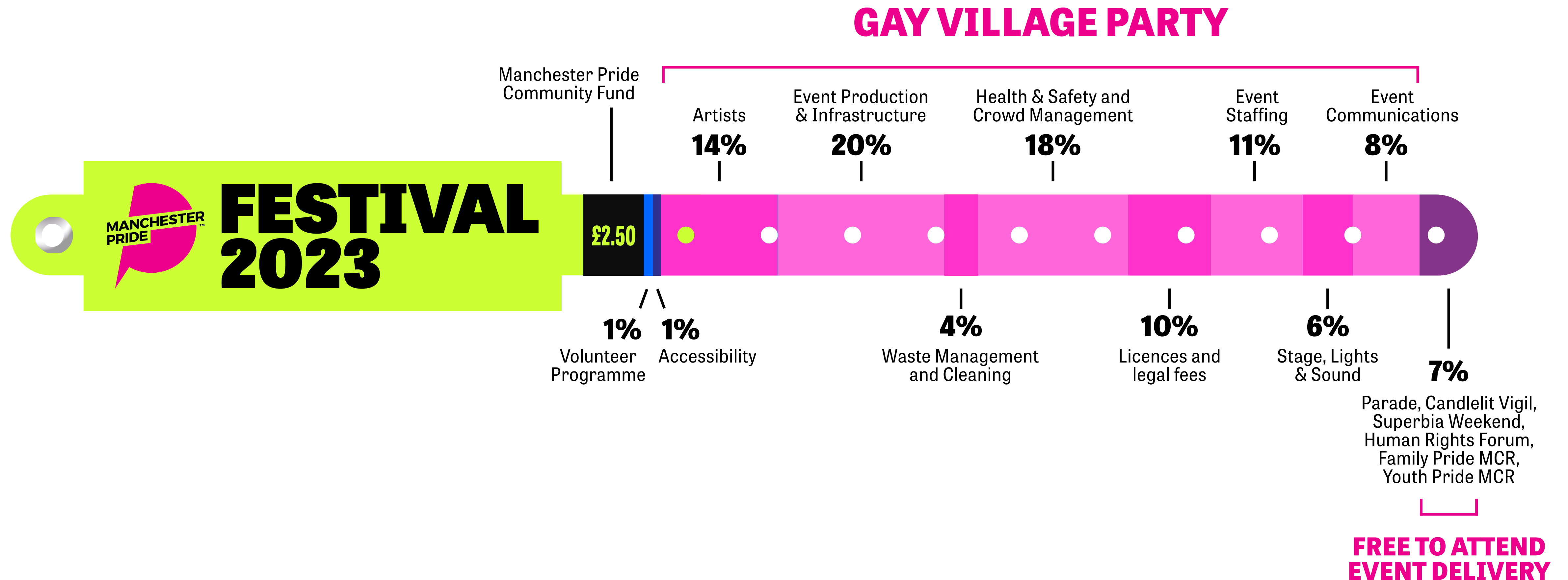
For example, because of the money we raised through Manchester Pride Festival ticket sales in 2022, we were able to offer a vital grant of £1,000 to Out In The City, a social and support group for LGBTQ+ people over 50 years of age. The grant contributed to the organising of the group's weekly meetings and trips to reduce social isolation, helping to improve confidence and mental wellbeing.



"I suppose Out in The City has been one of the best groups I've ever been to, people were so warm and welcoming so I settled in quite well really. The group has been an enormous help in terms of accepting myself for who I am as a person. I suppose it has been a lifeline – there's no two ways about it"

- Out in The City attendee

Pledge band breakdown



Festival programme

- The Gay Village Party
- Manchester Pride Parade
- Human Rights Forum
- Youth Pride MCR in partnership with The Proud Trust and AKT
- Family Pride MCR in partnership with Proud 2 b Parents
- Superbia



The Gay Village Party

The Gay Village Party is a diverse, inclusive, queer-led and queer-run celebration of LGBTQ+ life and love in Manchester's world-famous Gay Village, and remains the beating heart of Manchester Pride Festival. It's our opportunity to create safe spaces for LGBTQ+ communities to come together and celebrate their authentic selves, to empower LGBTQ+ talent across our stages, and to fundraise for the Manchester Pride Community Fund.

In 2023, our Gay Village Party line-up symbolised the importance of changing the conversation and elevating and showcasing queer artists. We were proud to host a diverse and inclusive community-led performance, working closely with our communities to offer a line-up that is for the community, by the community.





Elevating diverse LGBTQ+ talent

The Gay Village Party hosted a series of stage takeovers designed to platform intersectional LGBTQ+ talent.

- Queer Asian Takeover
- Trans Filth & Joy
- Black Pride MCR
- Queer Women's Takeover
- Disabled Queer Joy Cabaret
- Fat Pride

96%

queer performers

54%

female performers

51%

people of colour

42%

trans and
non-binary performers





Spotlight: Queer Asian Takeover

Introducing the Queer Asian Takeover: A groundbreaking and vibrant celebration of Queer Asian joy, life and love.

Fuelled by the power of co-collaboration, we held a Manchester Pride Community Session with drag artist and performer, Lucky Roy-Singh, and artistic director of dance collective Ghetto Fabulous and founder of Black Pride MCR, Darren Pritchard, to find out what they'd like to see from Manchester Pride Festival. The Queer Asian Takeover was born!

We proudly debuted this historic event at the Gay Village Party 2023, marking the first major Pride celebration to feature a stage takeover exclusively dedicated to elevating Queer Asian art, joy, and experiences.

Curated by Lucky Roy-Singh, the historic stage takeover platformed more than 22 performers and collectives, including headliner DJ Gok Wan, the House of Spice, The Bitten Peach, Val The Brown Queen, Gracie T, Club Zindagi, and a host of other talented artists.

The Queer Asian Takeover not only showcased the diversity and talent of Queer Asian communities in Greater Manchester and beyond, but also set a new standard for inclusivity and diversity in Pride celebrations.

"We don't have enough people like me in queer spaces. Drag [show] line-ups are often all-white, particularly in cabaret. There's almost no intersectionality or accountability from bookers or many of the booked artists involved. That's what makes this event so important and historic. Other Prides should take note."

- Lucky Roy-Singh





QUEERLY BELOVED

Manchester Pride Parade

In 2023, we made history with the most vibrant and impactful parade in the city. The Manchester Pride Parade took place on Saturday, 26th August with the theme 'Queerly Beloved' – commemorating the 10-year anniversary of marriage equality in England and Wales.

We called upon our communities to celebrate love in all its forms. By choosing love over hate, especially for those more marginalised within our communities, we sent a powerful message against the negativity reflected within politics, the media and harmful legislation.

The Manchester Pride Parade is a platform to not only celebrate our achievements but also to raise awareness, challenge discrimination, and advocate for a world where love knows no boundaries.

C. 12,000

Parade spectators

18,000

Parade participants

228

Parade entries

57

LGBTQ+ or HIV organisations

62

non LGBTQ+ not-for-profit organisations

25

Public Sector entries

6

Greater Manchester Independent businesses

4

Small businesses

74

Private sector entries





Human Rights Forum

The Human Rights Forum 2023 brought 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.

2023's Human Rights Forum theme "Stop the Hate!" served as a sobering reminder of the ongoing struggle against hate. Despite the victories and progress the LGBTQ+ community has made, discriminatory practices in politics, media, and legislation—especially against the trans community—remain a poignant issue. The call to 'Stop the Hate' resounds louder than ever.

After the Human Rights Forum, attendees visited our Activism Hub on Community Lane to help take action and help fight for trans liberation by writing to their MP and asking for the implementation of a 'NOTHING ABOUT US WITHOUT US' independent panel of trans and non-binary people to consult on all EHRC and government guidance, policies and legislation.



Youth Pride MCR

Tailored for 14-18-year-olds, our Youth Pride MCR programme is all about building confidence, fostering connections, and providing a joyful creative space for young people to flourish. Each year, we bring the vibrant spirit of Youth Pride MCR to Manchester Pride Festival, offering a unique and inclusive array of events especially for young LGBTQ+ people and their allies.

Our transformative Youth Pride MCR events provide a nurturing environment where young people can explore diverse identities, develop new skills, forge meaningful friendships, and express themselves authentically in a safe space. At Manchester Pride Festival, we teamed up with two incredible youth charities, AKT and The Proud Trust, to ensure every Youth Pride MCR attendee felt seen, safe, supported, and celebrated.

The Proud Place buzzed with activity and served as a vibrant hub for young LGBTQ+ people to connect, and our flagship event, Youth Pride MCR, unfolded just around the corner at Circle Square. Attendees enjoyed stellar performances and DJ sets, vogue workshops with Ghetto Fabulous, Headspace mindfulness sessions, Pride protest sign making, rhinestoning, jewellery making and more.

Members of our monthly Youth Pride MCR sessions also got the unique opportunity to walk in the Manchester Pride Parade, and even dazzle the crowds on stage at Manchester Pride Festival. After months of preparation and honing their star talent and performance skills, the House Of Queens, Kings and Holy Things made their official debut on stage at Youth Pride MCR, captivating audiences for the very first time.





Family Pride MCR

At Manchester Pride, we passionately celebrate the vibrant and diverse tapestry of modern families. Whether LGBTQ+ families, single-parent households, same-sex parents, adoptive families, foster families, or multi-family homes, every family deserves to be seen, heard, and cherished. Through Family Pride MCR, our mission is to ensure that the stories we share with children reflect the beautiful world they live in—a world where every family is celebrated and embraced.

Thanks to the support of Proud 2 b Parents, in collaboration with Fatt Projects and proudly sponsored by TUI, we transformed The Great Northern into a joyous and inclusive haven where families of all kinds could come together in celebration of love and self-expression, all sprinkled with a generous helping of glitter!

We were thrilled to present an extraordinary line-up of family-friendly performers and artists, including hula hooping, cabaret, discos and more. Attendees delighted in vibrant market stalls, a prime Parade viewing area hosted by Proud 2 b Parents, and enchanting story times in the cosy Book Nook Library.

The Great Northern Warehouse hosted an indoor extended play space in the Atrium, complete with a baby sensory area, a children's noise-making workshop, lawn games, table tennis, and craft stations. For those seeking a quieter moment, families could enjoy a serene quiet zone, a feeding area, a pram park, and changing facilities.



The Candlelit Vigil

Hosted in partnership with George House Trust, the Candlelit Vigil is a significant event that marks the culmination of the Manchester Pride Festival. Taking place in the serene surroundings of Sackville Gardens, this moment of reflection brings together LGBTQ+ communities and allies to remember those we have lost to HIV, and to stand united in the fight against the global epidemic and the persistent stigma that surrounds it.

Hosted in partnership with George House Trust, an organisation providing HIV support, advice, and advocacy services since 1985, the Candlelit Vigil is a powerful symbol of remembrance, solidarity, and hope. George House Trust plays a pivotal role in curating this meaningful event, leveraging their expertise and dedication to improving health outcomes and supporting those affected by HIV.

The Candlelit Vigil was carefully curated by three accomplished artists and advocates—Nathaniel J Hall, Kate O'Donnell, and Cheryl Martin. The Vigil serves as a poignant reminder of the challenges faced by LGBTQ+ communities, both in the UK and around the world. Through the soft glow of candlelight, 3,000 attendees and 1,179 online viewers created a united front, demonstrating their unwavering commitment to combating HIV, raising awareness, and fostering a more inclusive and accepting society.



Superbia Weekend

Superbia, Manchester Pride's year-round LGBTQ+ arts and culture programme, spotlighted a diverse programme of alternative events over Manchester Pride Festival weekend. Cultivated with love, acceptance, and inclusivity at its core, Superbia offers a culturally rich and dynamic way to celebrate Pride.

With a mission to elevate and platform diverse and inclusive Pride events taking place over August Bank Holiday weekend, we were proud to promote our Superbia Guide to Pride: a calendar featuring 25 sensational queer events across the city—12 of which proudly received funding from the Superbia Queer Arts Grants. From events designed to help you prep for Pride and connect with your local community, to celebrations of queer life and love spanning music, dance, workshops, socials, parties, and more, the Superbia programme invited everyone to dive into the richness of Manchester's queer culture and revel in the joy of celebrating Pride.

"I wanted to say a huge THANK YOU for supporting Bisexual Baddies. It has been a life-changing and life-affirming project."

- Celestial Bisexual, a Superbia Queer Arts Grant recipient as part of Superbia Weekend



Image: Wyn n Sin, Superbia Queer Arts Grant recipient as part of Superbia Weekend



"I have loved bringing my son to Pride, he is 14 and recently told us that he's gay. He didn't get a great response at school, so it is great for him to celebrate in a place where he feels accepted and included."

- Manchester Pride Festival attendee



"This is such a safe place to celebrate with my friends and family. I love the representation for all - it just makes me feel quite emotional in such a good way that I can be me and not fear any repercussions."

- Manchester Pride Festival attendee



"The best Manchester Pride event in the 14 years I've attended. Never felt so liberated, included, safe and happy."

- Manchester Pride Festival attendee

"Really enjoyed the diversity of the festival including trans and disabled representation."

- Manchester Pride Festival attendee





Grant giving

Our Grants programme

Our communities are at the heart of everything we do, and we're on a mission to effect positive change for LGBTQ+ communities across Greater Manchester and beyond. Through our dedicated fundraising efforts in 2023 and the generosity of our supporters, allies, Manchester Pride Festival ticket buyers and sponsors, we were able to empower Manchester's queer communities by offering vital grants to LGBTQ+ charities, grassroots initiatives, arts and culture projects, and local Pride celebrations.

We invite impassioned LGBTQ+ community groups, organisations and registered charities throughout Greater Manchester to apply for grants that nurture the wellbeing of diverse LGBTQ+ communities and help people to thrive. With The Manchester Pride Community Fund open for applications year-round, we provide ample opportunity for the community to apply for funding and play their part in helping to shape a future where every LGBTQ+ voice is heard and celebrated.





2023 Grants Funds

The Community Fund

Grants from £250 - £1000 are available to support grassroots community groups and organisations. This fund is specially 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.

The Superbia Fund

Superbia is Manchester Pride's year round calendar of Queer arts and culture. Grants from £250 - £1000 are available to support the staging of a Queer arts or cultural event or to bring to life a project or initiative with a message to challenge discrimination and raise awareness of LGBTQ+ issues. A Superbia Queer Arts Grant is enhanced with further promotional support from Manchester Pride and its Superbia initiative.

The Local Pride Fund

Grants from £250 - £1000 are available to provide support for local pride celebrations, funding projects within their 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.

The Impact Fund

Co-designed with local LGBTQ+ charities and organisations, The Impact Fund benefits larger and longer term projects supporting the welfare of LGBTQ+ people in Greater Manchester. We aim to allocate vital funds to a broad array of initiatives that leave a meaningful imprint on our communities.

Grant priorities

Prioritised issues

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

Prioritised communities

- LGBTQ+ people living with disabilities
- Queer, Trans and Intersex People of Colour (QTIPoC)
- Wider trans communities

Prioritised organisation types

- Grassroot community groups and networks
- Local LGBTQ+ charities
- Local HIV charities
- Small, independent LGBTQ+ organisations



Community Grants Panel

Comprised of passionate volunteers, our Grants Panel meticulously evaluates Grants submissions throughout the year. In 2023, our Grants Panel convened for eight meetings, diligently assessing each application to ensure alignment with our grant priorities. Their commitment and the invaluable expertise they brought to the table not only enriched the evaluation process, but also ensured a fair and thorough assessment of every application we received. Together, we're shaping a future where every initiative is met with the support it deserves.

196

volunteer hours spent assessing applications

154

applications reviewed and assessed

100%

of grants panel members wish to continue in 2024



Stacey McKnight (She/her)

I am passionate about LGBTQIA+ rights and wanted to do more to support Manchester Pride as I have attended many events over the years. Being part of the panel I'll be able to back some wonderful and important projects that will further this incredible work in the local area.



Elliott O'Rourke (He/they)

I've been part of the LGBTQ+ community in Manchester since I was a teenager and I'm excited to be part of the panel, especially with the focus on communities marginalised even within the LGBTQ+ umbrella such as QTIPoC, trans people, and queer people with disabilities.



Jonny Carr (He/him)

Being a part of the Community Grants Panel will give me a unique opportunity to see the fantastic work Manchester Pride is doing up-close.



Sean Thorp (He/him)

I've attended Manchester Pride for years, but more than attending I wanted to regularly do something to help support the charity work Manchester Pride does year round.



Simaran Patel (He/him)

I want to make sure the communities I'm involved in know they are being properly represented and listened to, and that equally the communities know what Manchester Pride can do for them.

Grants awarded

Our Grant Giving programme is testament to the transformative power of community-driven initiatives. We are delighted to share the achievements made possible by the kind donations raised at Manchester Pride Festival 2022.

These numbers not only represent data but embody the tangible difference we've made in the lives of individuals and communities. Join us on this journey as we explore the meaningful contributions of our grant recipients and the enduring impact of our collective commitment to positive change.

81

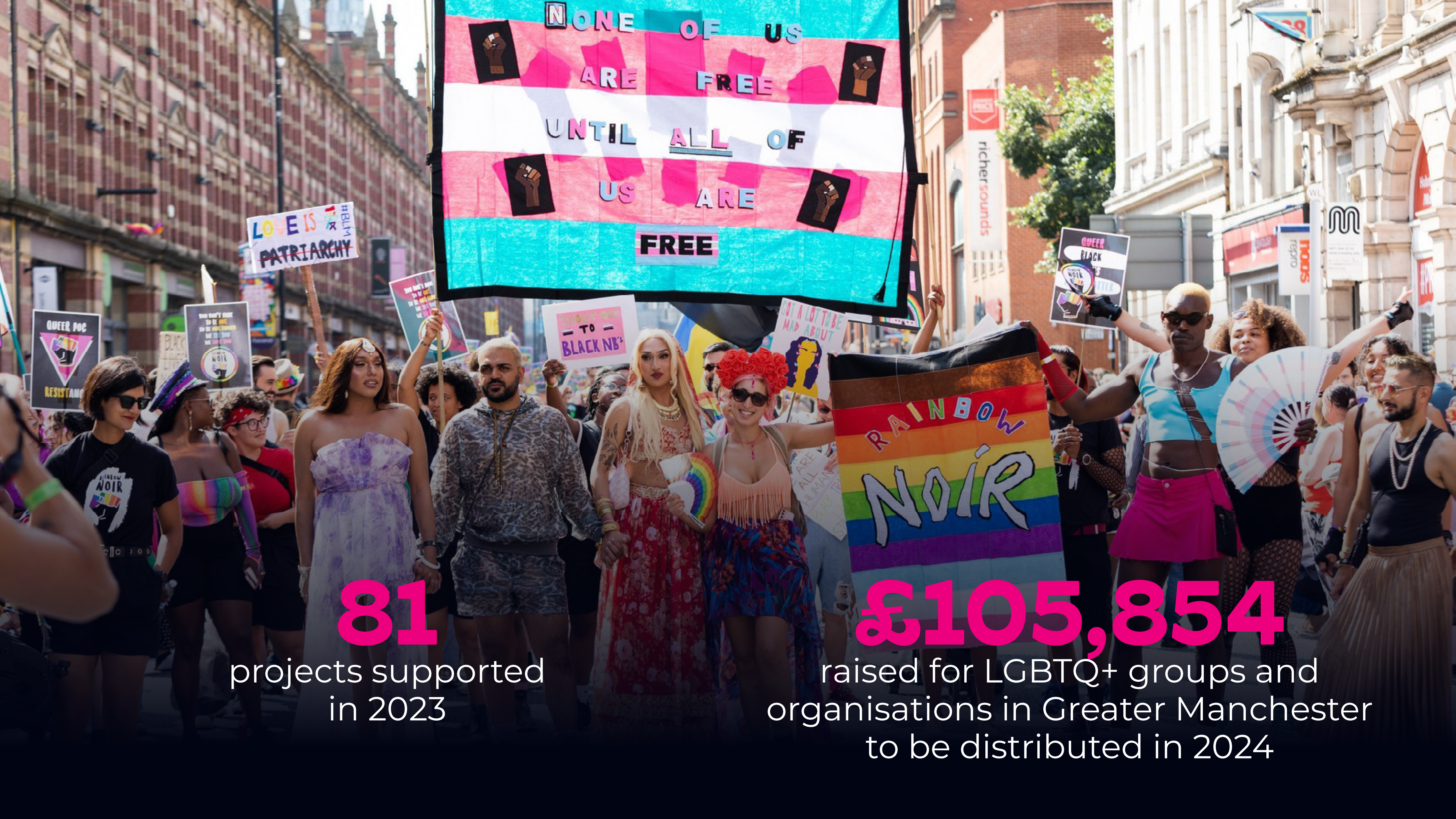
projects supported in 2023

£105,854

raised for LGBTQ+ groups and organisations in Greater Manchester to be distributed in 2024/2025



Image credit: Pride on the Range



81

projects supported
in 2023

£105,854

raised for LGBTQ+ groups and
organisations in Greater Manchester
to be distributed in 2024

Community Fund

The Community Fund delivered **£28,056** of funds to 36 LGBTQ+ community projects in Greater Manchester. This fund supported projects from existing grassroots community groups, and any new projects funded had been tailored to the grants priorities.

£28,056

delivered to 36 community projects supporting LGBTQ+ communities

15

established LGBTQ+ community groups sustained and supported

11

new LGBTQ+ community groups or organisations founded

26

new projects supporting LGBTQ+ people



Superbia Queer Arts Fund

The Superbia Fund delivered **£29,645** of funds to 38 LGBTQ+ arts and culture projects in Greater Manchester. Of these, 7 events took place as part of the Superbia programme for Manchester Pride Festival 2023.

£29,645

granted for queer arts & culture projects

58%

gave opportunities and representation to Queer, Trans and Intersex People of Colour

50%

of projects funded gave opportunities and representation to LGBTQ+ people with disabilities

36

LGBTQ+ events and arts projects funded



"As a transgender woman, I can personally vouch for the transformative power of the ballroom workshops and vogue classes that I recently began attending. These workshops do more than teach dance steps; they create an environment of acceptance, inclusivity, and celebration of uniqueness - a vital necessity in a world that often stigmatises gender-diverse existence."

- **Ballroom Community Workshops**, Community Fund grant recipient

"When LGBTQ+ histories are told, we are given a unique and valuable opportunity to learn and grow towards a better future. The exhibition was a timely reminder of how far we've come and proof of how much progress we can make when we work together as a community, motivating us to drive forward with young people at the core of everything we do."

- **Our Proud Past**, Superbia Queer Arts Fund grant recipient

Local Pride fund

The Community Fund delivered **£7,645** of funds to 9 Pride events taking place in Greater Manchester, including the first ever Manchester Trans Pride.

Local Pride events were further supported by promotion on our social media channels and website, and we held a stall at 7 Pride events to engage more people with our work.

48 Manchester Pride volunteers gave their support at 5 of the local Prides, offering their great experience to the events.



£7,645

funding for 9 pride events
in Greater Manchester

44%

of events took place
outside of the city centre

"It was great to see so many queer folk just being themselves, feel accepted and have fun! I think it's amazing what you've done, Prestwich has always represented a place of homophobia and non-acceptance to me, so it's wonderful that you are changing things."

- **Prestwich Pride attendee**

Impact fund

The Impact Fund uses funds generated in 2023 to deliver **£44,555** of funds to 5 organisations in 2024. This larger pot of funding will support longer term projects that create incredible impacts for LGBTQ+ communities. This fund supported organisations that find it difficult to obtain funding from other sources.



George House Trust received **£9,894** to increase trans and gender diverse engagement with their HIV support services.

Black Gold Arts will be using their grant of **£9,721** to deliver three events, supporting QTPOC men's mental health, addressing sexual health and HIV stigma and celebrating queer, black music whilst raising awareness of issues.

Our Room were awarded **£9,940** to research the needs of LGBTQ+ sex workers through participatory and community-based arts projects.

African Rainbow Family will use **£10,000** to support LGBTQ+ refugees' mental health and wellbeing through group therapy sessions.

Proud 2b Parents received **£5,000** to increase LGBTQ+ family engagement and create family focussed spaces at Pride events in Greater Manchester.



Trans Pride MCR

As part of the Local Pride Fund, we were thrilled to support Trans Pride MCR in their first annual event bringing together the trans and non-binary community, providing a safe space for trans+ people, helping the community to build confidence, and celebrating and amplifying marginalised voices from intersectional groups. Featuring a protest march, panel and supportive workshops, the project addressed Manchester Pride's grant priority of LGBTQ+ Mental Health and LGBTQ+ Wellbeing.

Attendees were provided with a vital safe space to share their lived experiences, those navigating their gender identity and transition were offered resources and guidance, and individuals were empowered with tools and information to support their overall wellbeing.



Image credit: Trans Pride MCR

"I am proud that I found the courage to come and protest that day. Despite my fears, I found myself surrounded by a community of people filled with love and hope for better future for all trans and gender non-conforming people. Hopefully one day we can create a world where we don't need to hold events such as these, but until then I know that there is a community out there that I am part of. It is a small but important comfort."

- Trans Pride MCR march attendee





The inspirational charity funding vital LGBTQ+ causes across Greater Manchester

Here's how Manchester Pride are helping out LGBTQ+ causes across Greater Manchester

👤 Written by I Love MCR ⌚ Last updated 1 week ago
🏠 Community, LGBTQ+, Sponsored

📘 Share

🐦 Tweet

📌 Share

💬 Chat



TRAFFORD MANCHESTER

WHAT'S ON Visit for the shops, stay for the fun!
Find out what's happening from family activities to celebrity appearances.



@traffordcentre traffordcentre.co.uk



Grants recipients

Community Fund

ALL WMN BEING PROUD BETTER THINGS RAINBOW LIVES
COMMUNITY SHARING AND MEMBERS SUPPORT FREE BOOKS FOR SCHOOLS
FRESHSTART SMART BEE PROUD PROJECT GAYDIO ACADEMY **HEALTH**
EQUITY AND ADVOCACY TRAINING PROGRAMME ICEBREAKERS **LAZY**
PINS MARCH FOR TRANS JOY LGBTQ ESEA AND THEIR ALLIES MEET-UP **LGBTQ**
SALSA MANCHESTER PRAIRIE DOGS LINE DANCING CLUB **MANCHESTER PROUD**
CHORUS MIRAGE QUEER BAR **MORE THAN EXISTING - COMMUNITY**
BINDER PROJECT MULTITUDES ZINE FEST WORKSHOPS **MYCOMANCHESTER**
CIC NOTHING TO CELEBRATE **OUT IN THE CITY** THE MEN'S ROOM TRANS
AWARENESS AND FLAG MAKING **PROUD 2 B PARENTS** QUEER FAMILY TEA **QUEER**
MUSLIMS OF MANCHESTER QUEER YOUTH ART COLLECTIVE **RAIN ON ME**
FC - WINTER MONTHS RAINBOW NOIR'S 10TH YEAR PRIDE PARADE **SANCTUARY**
FOR LGBTQ PEOPLE OF FAITH STOCKPORT ACTIVE CIC T/A LIFE LEISURE **THE**
LGBTQ+ WELLNESS WELLBEING PROGRAM THE UNTOLD ORCHESTRA
- QUEER AUDIENCES STEERING GROUP + CHOIR **TINY'S BARBERSHOP** TRANS
CREATIVE **VILLAGE BAKERS BAKING MASTERCLASS** VILLAGE MANCHESTER
FOOTBALL CLUB **WE ARE EXPLORERS BRONZE ART AWARD ON HIV STIGMA**

Superbia Queer Arts Grants Fund

HARRY STOKES - THE MAN-WOMAN OF MANCHESTER' **QUEERCHESTER**
ARISHA'S OK CABARET OPERA EXTRAVAGANZA AUNTY GUDI & THE
INDIAN DRAGQUEEN **BI-TOPIA** BOX OF TRICKS THEATRE COMPANY / BLOOD BEATS
CANAL STREET KINGS CELEBRATE CHANUKAH WITH QUEER JEWISH COLLECTIVE
CELESTIAL BISEXUAL EQUAL WRITES **FEEL GOOD CLUB PRESENTS...**
FEEL GOOD FEST (2!) GLOSS **HOMOS AND HOUMOUS AT PARTISAN**
LADYFRIENDS **LOUD AND PROUD** MEHFIL **ORPHEUS AND EURYDICE R&D**
OUR PROUD PAST **PART FISH** PERIPETEIA THEATRE COMPANY, MY GAY BEST FRIEND
PORTRAITS OF RECOVERY QUEENS OF THE DESERT - A QUEER CABARET
SCOTOMA PART TWO SMALL HOUR STORIES - A TRANS NEW-WRITING ANTHOLOGY
SWAGGA MCR PRIDE CLOSING PARTY THE FASHION ISSUE **THE REMEDY**
TICK BOX **TO WHOM IT MAY CONCERN** TOXIC COMMUNITY OUTREACH PROGRAMME
TRANUARY TRANUARY 2024 **TURN ON FEST 2024** VOGUEING AND CATEGORY
WORKSHOPS FROM THE INTERNATIONAL BALLROOM COMMUNITY **WYN N SIN** YDSA EVENTS

Local Pride Fund

DIDSBURY PRIDE EAST LANCASHIRE RAINBOW TRAIN **FAMILY AND YOUTH**
ZONE AT THE SPARKLE WEEKEND 2023 LEVY RAINBOW PARADE
PRESTWICH PRIDE CIC PRIDE IN LEIGH **PRIDE IN WYTHENSHAW**
PRIDE ON THE RANGE **TRANS PRIDE MANCHESTER 2023**

Changing
queer lives

CASE STUDY:

House of Rainbow

Building Sanctuary and Peer Support for LGBTQ+ People

In 2023, the Manchester Pride Community Fund awarded £1,000 to The House of Rainbow for them to create a sanctuary for LGBTQ+ people of faith. The Community Fund grant helped to support the training, coaching and pastoral care and support needs of the group.

“The purpose of the project is to address the mental health challenges, stigma, and discrimination faced by LGBTQ+ individuals, particularly those of faith, within Greater Manchester. It aims to provide holistic pastoral care, support, and workshops that reconcile faith and sexuality, promote LGBTQ+ mental health and wellbeing, combat HIV stigma, and improve sexual health awareness. Led by a Black LGBTQ+-led team, the project focuses on inclusivity and representation, specifically targeting marginalised communities such as disabled LGBTQ+ people, QTIPOC, and wider trans communities. Through workshops, the project creates a safer and more supportive community of faith, tackles isolation and intolerance, and addresses discrimination and inequalities within faith spaces. Overall, the project aims to build understanding, acceptance, and resilience among LGBTQ+ individuals, families, and allies.”



17

Private individual pastoral conversations over four sessions.

2

interactive workshops with 11 people in attendance.

24

Resource Packages distributed and shared.

“As a gay migrant from Namibia, I found the workshops incredibly empowering and validating. Being LGBTQ+ and coming from a conservative society like Namibia has always made me feel isolated and ashamed of who I am. But through these workshops, I’ve realized that I’m not alone and that my identity is valid. The support and understanding I’ve received here have helped me navigate the challenges of reconciling my faith and sexuality, and I feel more confident and at peace with myself.”

“As a transwoman from Zimbabwe, I’ve faced immense discrimination and violence because of my gender identity. But attending these workshops has given me hope and strength to continue fighting for my rights and acceptance. Meeting other LGBTQ+ individuals who understand and accept me for who I am has been life-changing. I finally feel seen and heard, and I’m grateful for the sense of belonging and support I’ve found here.”



Project highlights

TINY's Barbershop

TINY's Barbershop has a mission to empower and support individuals, particularly young people, on their journey to self-discovery and acceptance. A Manchester Pride grant helped them achieve this mission.

TINY's Barbershop offered half price haircuts to young trans and non-binary people, and people questioning their gender identity and presentation. They also handed out gift bags for parents that contain information about how to support a young trans/non-binary person, and where to find support if you are a trans or non-binary young person.



"They are normally quiet around adults but TINY's staff had them chatting away throughout the whole time we were there."

- The Parent of a Pride Month offer customer



Gaydio Academy

The Gaydio Academy is a not-for-profit LGBTQ+ organisation supporting people through educational, skills-based and confidence-building training and support. They provide a platform of expression for people experiencing discrimination and social isolation, offering skills development, mentoring, peer support and the opportunity to find their voice through work experience and long-term volunteering. Gaydio's research has revealed that their transgender, non-binary and gender diverse listeners from Manchester are continuing to suffer from the fallout of the COVID-19 lockdowns with loneliness, social isolation, poor mental health and general wellbeing. This project helped to amplify the voice of the gender-diverse community in Manchester, raising awareness of trans issues and concerns, challenging discrimination, and encouraging community cohesion through a one-off radio forum, in which Gaydio invited 2-4 gender-diverse people to the Gaydio studios to discuss and explore trans issues and concerns.



Free books for schools

This grant enabled the LGBTQ+ Free Books For Schools Project to send carefully curated book packs to 33 local schools across Greater Manchester. The goal is to promote LGBTQ+ literature and provide a valuable resource for students, educators, and the wider school community. These book packs contain a diverse range of LGBTQ+ books, including fiction, non-fiction, memoirs, and young adult literature. By increasing the accessibility of LGBTQ+ literature in schools, the book packs helped to foster understanding, empathy, and acceptance among students, whilst also addressing the lack of LGBTQ+ representation in schools. In turn, this allowed young LGBTQ+ people to see themselves within the literature they read in schools - representation is vital for ensuring that all young people feel free to live as their authentic selves.



Out in the City

Out In The City is a social and support group for members of the LGBTQ+ community who are over 50 years of age. They currently have 104 members, 33 of whom are over 70 years of age—the oldest is 93. They have members from all walks of life, many of them having lived through a time where homosexuality was illegal. This grant supported several of the group's weekly meetings in 2023, and funded a coach trip that helped reduce social isolation within the group's members, improving their confidence and mental wellbeing.



Sparkle Weekend Family & Youth Zone

The Sparkle Weekend is the world's largest free-to-attend celebration of gender diversity, and a safe space for anyone who identifies as gender non-conforming, their families, friends, and allies. This Local Pride Grant will be used for the Family and Youth Zone at the Sparkle Weekend 2023. The Family and Youth Zone will be a safe space all weekend for trans/queer youth, their families, and allies. It is important to have a separate space for younger people, so they can have conversations, get resources and most of all - enjoy themselves





Campaigning for queer liberation

We can't ignore the statistics. Hate crime in Greater Manchester and across the country is on the rise, and in 2022, we launched our first ever anti-hate crime campaign; calling on the people of Manchester to choose kindness over hate.

In the period from June 2022 to May 2023, 1,804 people across Greater Manchester were subjected to hate crime because of their sexual orientation, up 69% in the last 3 years. In addition to this, 311 people across Greater Manchester were subjected to hate crime because of their gender identity, a 115% increase from the same period 3 years ago.

Through our 'I Choose Kindness' campaign, we raised awareness of the abuse, violence and intimidation faced by LGBTQ+ people, just because they're gay, lesbian, bi, trans, non-binary, queer, intersex or asexual. We also encouraged more people to report hate crime and provided resources to educate and support our communities and allies.





**TOGETHER WE CAN END HATE
TOWARDS LGBTQ+ PEOPLE**

Social media & PR

In 2023, Manchester Pride’s strategic use of social media and public relations has been instrumental in championing LGBTQ+ equality, not only in Greater Manchester but also on a global scale. By leveraging the power of our digital platforms and media outreach, we successfully amplified our message, driving both awareness and action within the community.

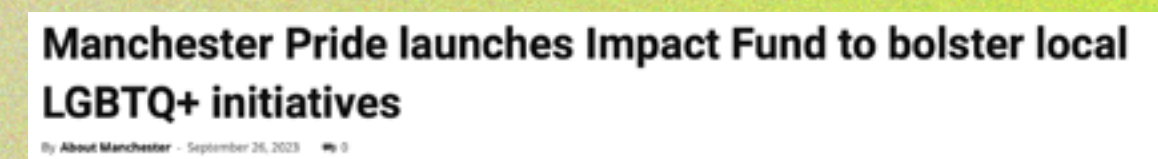
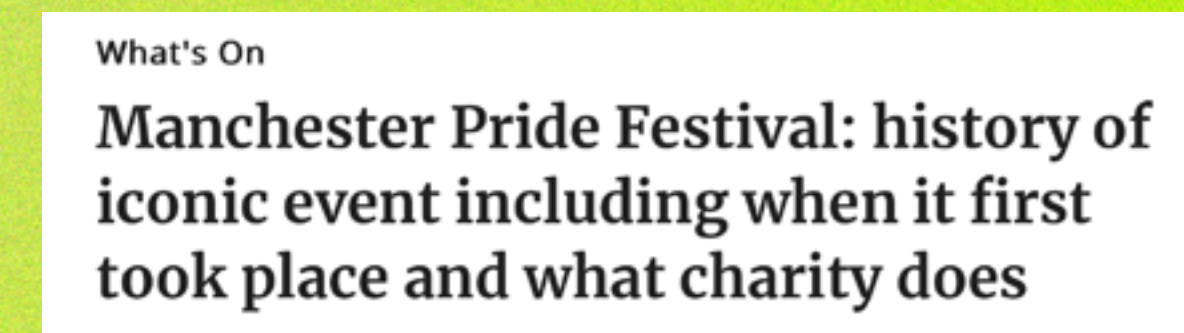
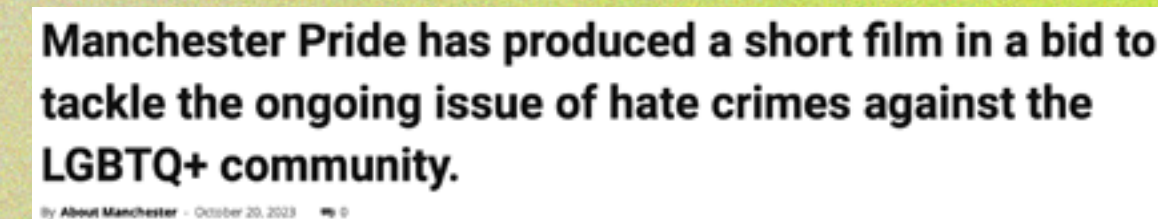
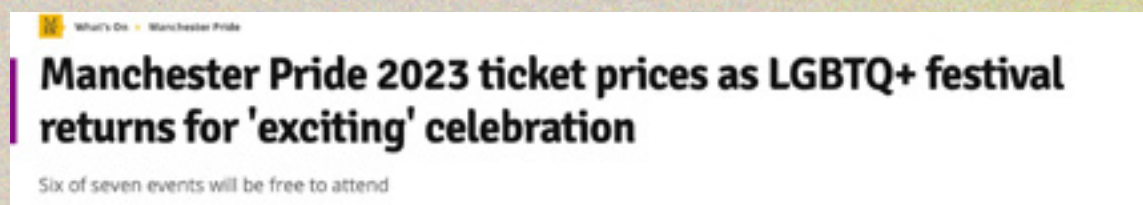
Social media has become an indispensable tool in our campaigning work. Our channels allow us to connect with diverse LGBTQ+ audiences and allies, inspiring individuals to revel in queer joy and get push for change as part of the modern Pride movement—whether by attending the Manchester Pride Festival, advocating for queer liberation, or donating to the Manchester Pride Community Fund.

Our PR efforts have further magnified our impact, increasing visibility for the Manchester Pride Charity and reinforcing our position as a leading voice in the fight for LGBTQ+ equality. By driving ticket sales and securing donations, we have ensured that the Manchester Pride Community Fund continues to thrive, benefiting 82 local LGBTQ+ good causes and initiatives throughout the year.

742
pieces of press coverage
reaching **14,335,958** people
6,189,785
people reached on Social media



Social media & PR





Youth Pride MCR

Our workshops

Welcome to the vibrant world of Youth Pride MCR, a dynamic initiative by Manchester Pride dedicated to enriching the lives of LGBTQ+ young people and their allies aged 14-18. Through monthly Youth Pride MCR workshops, we foster a supportive and inclusive community where young people aged 14-18 (or up to 25 if a young person has additional needs) can explore their identities authentically, develop new skills, and forge new friendships in a safe and inclusive environment curated just for them.



Our impact

Our monthly workshops serve as a cornerstone of Youth Pride MCR's mission and are the embodiment of LGBTQ+ youth empowerment. Led by our dedicated Manchester Pride Engagement Team, each workshop is carefully curated in collaboration with Youth Pride members to offer a blend of fun activities, educational sessions, and opportunities for self-expression. Sessions are designed to build confidence and community, giving members the opportunity to meet other like-minded young people that share their passions.

19

sessions held in 2023

116

members attended sessions

258

hours of Youth Engagement

"I feel like [Youth Pride MCR] makes people more aware of queer youth and also makes sure that there is a safe space for people, in case they are feeling scared or vulnerable at home or at school or anywhere else."

- Youth Pride MCR member





EQUALITY

LOVE
ONLY KNOWS
EQUALITY

PROTECT
TRANS
KIDS

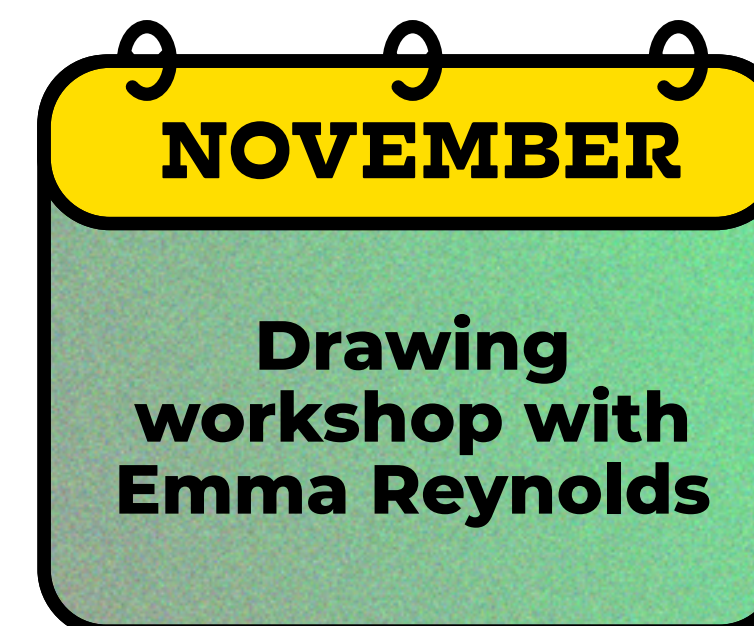
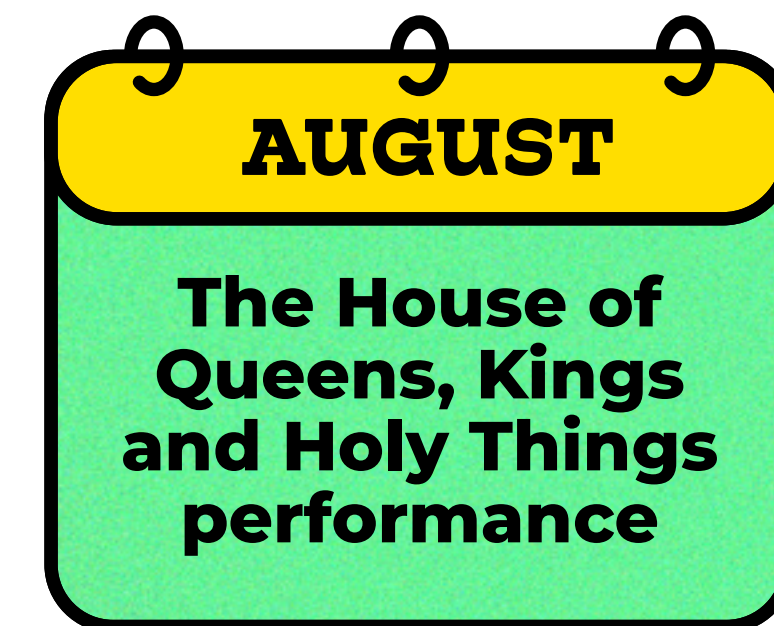
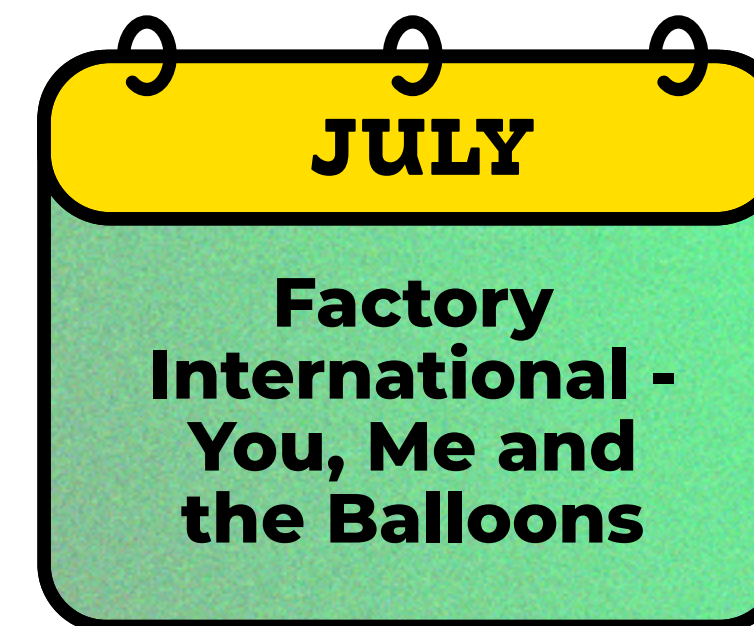
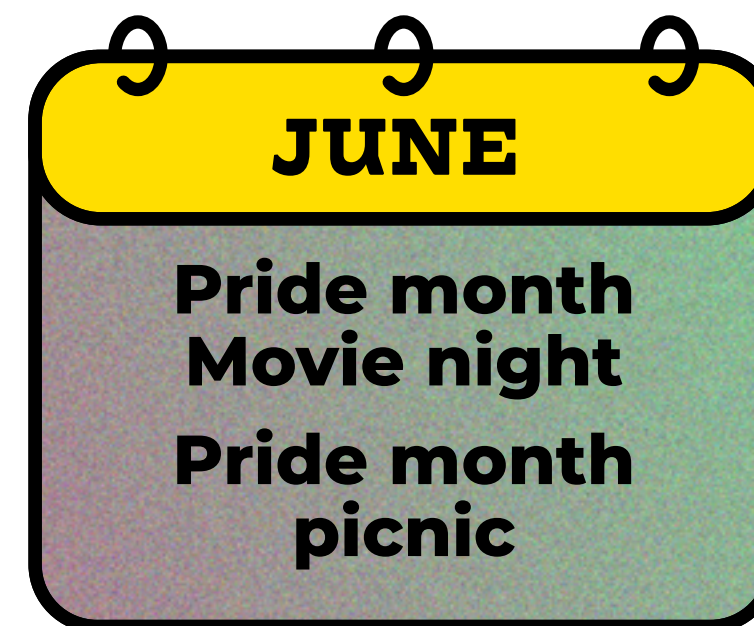
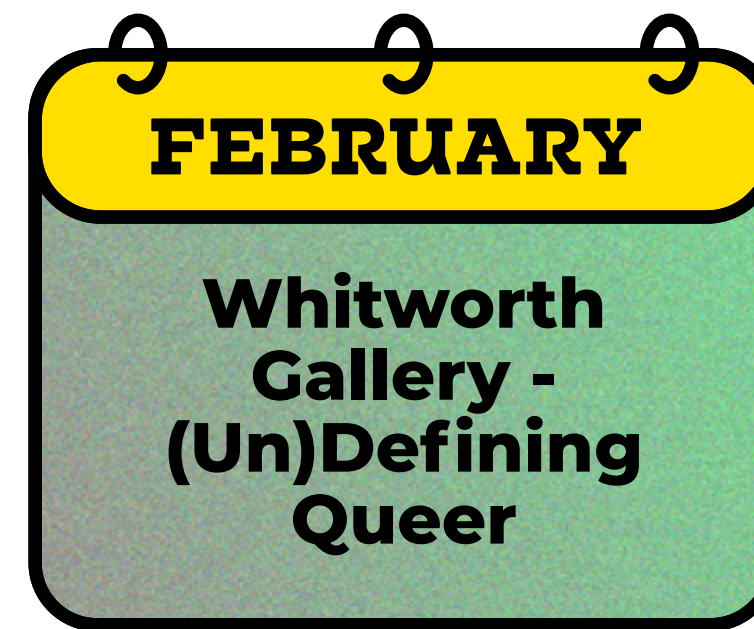
YOU KNOW
WHO ELSE IS
GAY?
MY MOM

YOU KNOW
WHO'S GAY?
US.

LESBIAN
is
beautiful
PROUD

PROUD

Youth Pride Sessions in 2023



The House of Queens, Kings and Holy Things

In 2023, Youth Pride MCR unleashed The House of Queens, Kings, and Holy Things, an innovative project born from the ingenuity of our very own Youth Pride MCR members. We were proud to partner with the dynamic Manchester-based drag collective, The Drag Kings of Manchester, who led members through a transformative summer of self-expression and artistic exploration.

Over the course of five weeks, our members were immersed in queer creativity as they were taught to hone their performance skills and unleash their inner drag stars. The group took centre stage at Manchester Pride Festival's Youth Pride MCR event in August 2023, captivating audiences in a performance testament to the beauty of self-discovery and the unbridled joy of celebrating our true selves.

The high percentage of neurodivergent and trans members that took part in The House of Queens, Kings, and Holy Things highlights the importance of safe spaces where young LGBTQ+ people can meet to explore not only their performance ability, but also their gender identity. To build on this in 2024, The Engagement Team is set to create another series of vibrant workshops specifically for neurodivergent young people on 'Masking, Unmasking and Using Drag to Build Confidence'.



“Joining the House of Queens, Kings and Holy Things was a phenomenal experience for me. I’m so grateful to have been mentored by Drag Kings of Manchester as they helped and encouraged me with my ideas and performances. As an adult, I have now joined their collective and started my own drag career with their support, and I feel very lucky to have met such wonderful people who have allowed me to find passion in doing drag. I would also like to mention how supportive Jaz was throughout the entirety of the workshops, they would always bring such positive energy to every session and would encourage me to be more confident and engaged while performing. Overall, I highly recommend these workshops for other young people as it was such a life changing moment for me. It let me get involved in such a welcoming community, meet so many amazing people, and helped me explore my own identity through drag.”

- Youth Pride MCR Member



What we achieved

We provide a safe space

Youth Pride MCR sessions allowed young people the space to come and have fun regardless of their sexuality or gender. Members often talked about their queer identity without fear of judgement, and 100% of feedback respondents said that their LGBTQ+ identity was supported at Youth Pride MCR Sessions.

We develop creative skills

Members rated their opportunities to develop their creative skills as 4.5/5. Through a diverse mix of workshops, members could discover their passions and also develop their critical thinking skills around arts and culture.

We improve mental health

The impact of the COVID-19 pandemic still affects young people who missed vital years in social development. Youth Pride MCR supports queer young people's mental health by reducing isolation and creating a safe space for young LGBTQ+ people to meet.

We build members' confidence

At each Youth Pride MCR workshop, members are given opportunities to develop their public speaking skills by presenting the work they had created at each session. Workshops in the House of Kings, Queens and Holy Things were specifically designed to help members perform at Youth Pride MCR, even if they had never performed on stage before.

We improve employability in the Creative Sector

Over the last year, six Youth Pride MCR sessions have been externally facilitated by LGBTQ+ activists and artists working and living in Greater Manchester. At these sessions, young people listened to discussions about how to find work in Manchester as a creative and how to thrive as an LGBTQ+ person. Through the House of Kings, Queens and Holy Things, members were given opportunities to meet high profile artists already working in Manchester, including Drag Race UK winner and Mancunian legend Danny Beard, the iconic drag artist Ginny Lemon and local Trans performer Vil.

We create a space to build community and connections

One of the biggest achievements of Youth Pride MCR is the community that has flourished within the group. Both survey feedback and in-session feedback shows that 100% of attendees of Youth Pride or The House of Kings, Queens and Holy Things have made friends that they now spend time with outside of Youth Pride sessions.

Youth Pride MCR members

In 2023, Youth Pride MCR gained 56 new members in total and monthly workshops had an average attendance of 10-12 young people per session.

102

young people are Youth Pride members

25%

of Youth Pride members have a disability

40%

of Youth Pride members identify
as transgender or non-binary

"I love meeting new people and making friends, I met my best friend there and it's just really nice to get out every month. Before Youth Pride I didn't have any friends until a few months in, but it was really nice just knowing I was going out and meeting people, because I never used to go out. Once I met my best friend, he brought his friends and I became really close with them, and ended up spending all summer with them. I don't know what I would have done without Youth Pride."

- Youth Pride MCR member



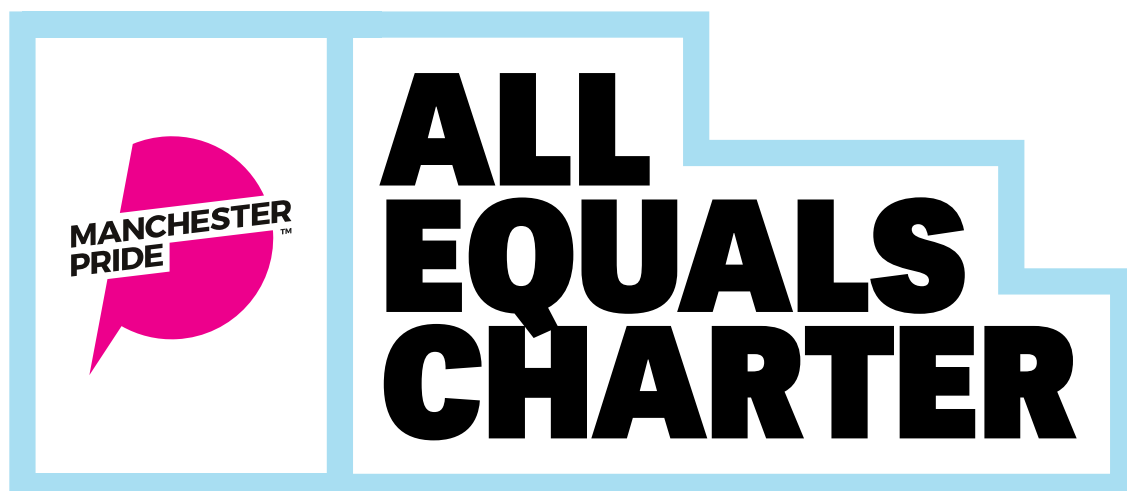


The All Equals Charter

About the Charter

At Manchester Pride, we believe everyone deserves to be their true self, all day every day. That's why we're encouraging workplaces to join the modern Pride movement, advocate for LGBTQ+ people and work towards an equal world for all.

Investing in equality, diversity and inclusion is not only good for people, it's good for business. Vibrant workplaces help businesses to attract the very best talent and retain them. Diverse and inclusive workforces are the key to driving innovation and creativity; multiple voices lead to brilliant, new ideas which could be vital in navigating unsettled economic times.



What we provide

The All Equals Charter is a unique initiative that promotes equality, diversity, and inclusion for all LGBTQ+ people. It is designed to help businesses and organisations recognise and challenge all forms of discrimination, providing practical support and guidance on how to be a truly inclusive workplace and create safe spaces.

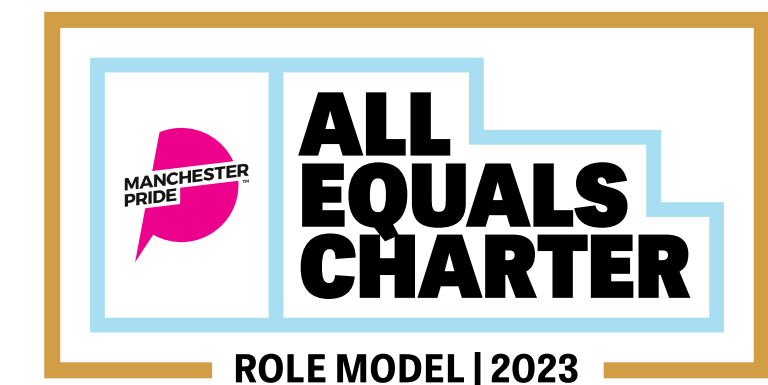
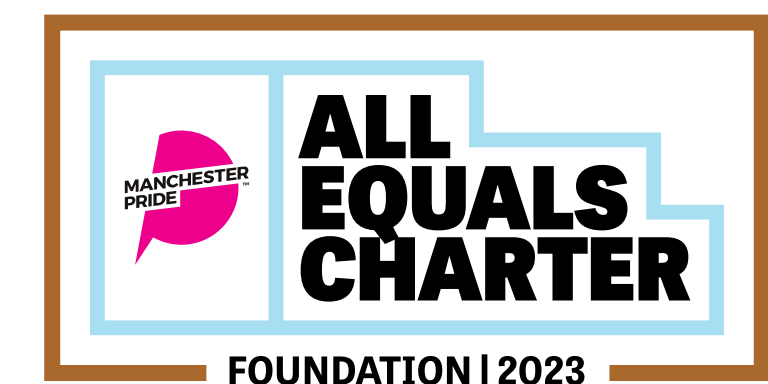
To help Charter signatories best support LGBTQ+ communities across multiple marginalisations, the All Equals Charter Team provides a wide variety of written resources, consultations, talks, get togethers, programmes and a full accreditation scheme. Supported by Manchester Pride's Inclusivity Development Manager, Charter members have access to expert knowledge to help develop and adapt everything from policies and procedures, to training and education offered to their workforce.

Accreditation allows businesses and organisations to indicate to employees, clients and suppliers that they meet a set of values and principles of intersectional inclusion. There are four accreditation levels that Charter signatories can achieve: Entry Level, Foundation, Good Practice, and Role Model.

For organisations who are not prepared for a full assessment, the Charter Team has developed a Getting Started programme. This initiative provides in-depth consultations to organisations needing the extra support with implementing LGBTQ+ inclusion endeavours for the first time. The focus is on the creation of a meaningful, attainable action plan rather than the assessment of quality.

In 2023, The All Equals Charter worked to tackle the issue of EDI programs being perceived as a "tick-box" exercise, encouraged businesses to think dynamically about equality, diversity and inclusion, and created a community of businesses working towards a common goal. By joining the All Equals Charter, businesses are making a statement that they are committed to creating a more inclusive workplace, benefiting not only the business but also their employees, customers, and the wider community.

All Equals Charter Accreditation levels:





Principles and values

Signatories of the All Equals Charter agree to uphold the following Principles and Values:

- **Equality for all LGBTQ+ People**
- **Inclusion of all LGBTQ+ People**
- **Education for LGBTQ+ Inclusion and Equality**
- **Honesty and Openness**
- **Cooperation and Collaboration**
- **Work to the Spirit of the Charter**
- **Work beyond the framework of the Equality Act 2010**

Charter commitments

Signatories of the All Equals Charter commit to the following:

- **Celebrate the Diversity of LGBTQ+ People**
- **Challenge Anti-LGBTQ+ Behaviour**
- **Fair Recruitment Procedures**
- **Ensure Inclusive Services**
- **Implement Policies and Decision Making Standards**
- **Work with Partners**
- **Contribute to the Modern Pride Movement**

What we achieved

The All Equals Charter has been signed
by over **30** businesses and organisations

Charter membership has increased by over
50% in the last year

In 2023, the Charter actively supported the
inclusion of over **11,000** people across the UK

100%
of organisations said that All Equals Charter
accreditation improved their inclusion practices.

100%
of accredited signatories improved their confidence
in their abilities to implement LGBTQ+ inclusion

100%
of accredited signatories felt the accreditation
process supported the full scope of their
organisation's LGBTQ+ inclusion needs



100%
of accreditations lead to practical action plans

100%
of accredited signatories gave a
100%
satisfaction rating of their experiences

Talks delivered by the All Equals Charter team
reached an estimated **2,000** individuals

98%
of people were either satisfied or very satisfied
with the All Equals Charter talks they attended

98%
of attendees said that All Equals Charter talks
improved their knowledge of the topic

98%
of attendees would recommend
All Equals Charter talks to others

Charter signatories

Accreditation programme

AUTO TRADER UK BOOKING.COM BRUNTWOOD CODE COMPUTERLOVE
THE GROWTH COMPANY SALFORD FOUNDATION STARBUCKS
SUPPORT STAFFORDSHIRE TRAFFORD CENTRE TUI
UNITE STUDENTS VK

Getting Started Programme

ASSURA BLACKSTONE STREET WAREHOUSE
INNOVATE TRUST OT GROUP

Members

CO-OPERATIVE GROUP CO-OP BANK DEPAUL UK
HAYPP JAGUAR LANDROVER LOFT THE MANC
MSB SOLICITORS N BROWN PROPEL SOPRA STERIA
TAMESIDE COUNCIL TESCO MOBILE TESLA



MANCHESTER
LOVES
YOU

HAYPP

FREE
QUEER
HUGS
HERE

WE
WILL
NOT BE
ERASED

FREE
QUEER
HUGS
HERE

HAYPP

HAYPP.COM

Love is Love

HAYPP
HAYPP.COM

Re- accreditation

Improving Equality, Diversity and Inclusion in the workplace requires intentional, meaningful action and is far from a tick box exercise. Authentically creating an inclusive workplace requires continuous commitment, development and reflection, and so the All Equals Charter offers businesses and organisations the unique opportunity to be re-accredited following their previous accreditation award. The process of re-accreditation can be hugely empowering and rewarding, helping businesses and organisations to understand what growth and progression looks like for them, and how best to implement it.



Creating systemic change

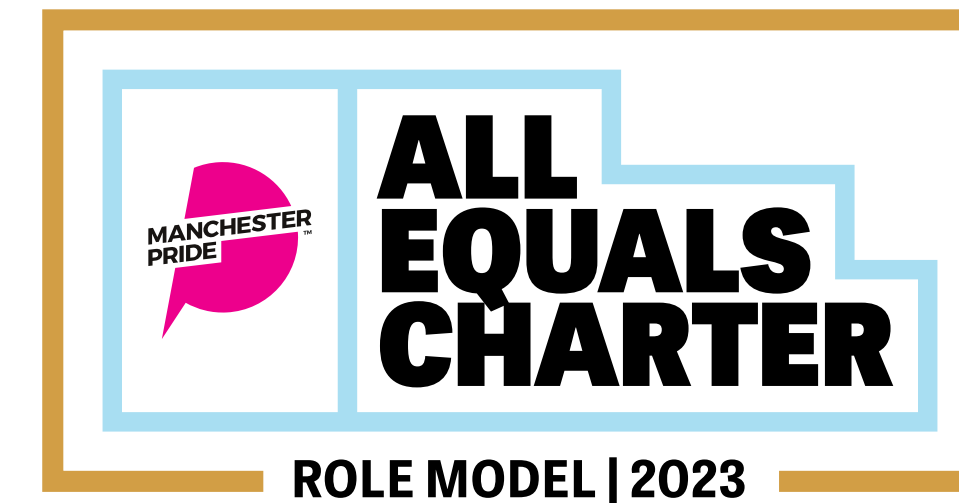
Role Model accreditation success:



"The accreditation of Role Model status for Tameside Council's work to improve equality and diversity is a great achievement. Volunteering to be a member of All Equals Charter has been beneficial as it means we receive guided support and feedback on how to create a truly diverse and equal workplace as well as inclusive services for local people."

The next steps for us include a continuing effort to sustain the initiatives we have already established, such as the continuation and improvement of the Equality One Scheme. But we are also looking at where we can improve, to create a safe working space and services for all LGBTQ+ people and other marginalised people."

- **Cllr Leanne Feeley**, Tameside Council's executive member with responsibility for equality



Thanks to the All Equals Charter Team's recommendations, the new local protected groups in Tameside include:

- **Mental health.**
- **Carers**
- **Socio-economic.**
- **Cared for children.**
- **Care leavers.**
- **Neurodivergence.**
- **Gender identity**

Tameside Borough population: Over 231,000 people!

Re-accreditation success:



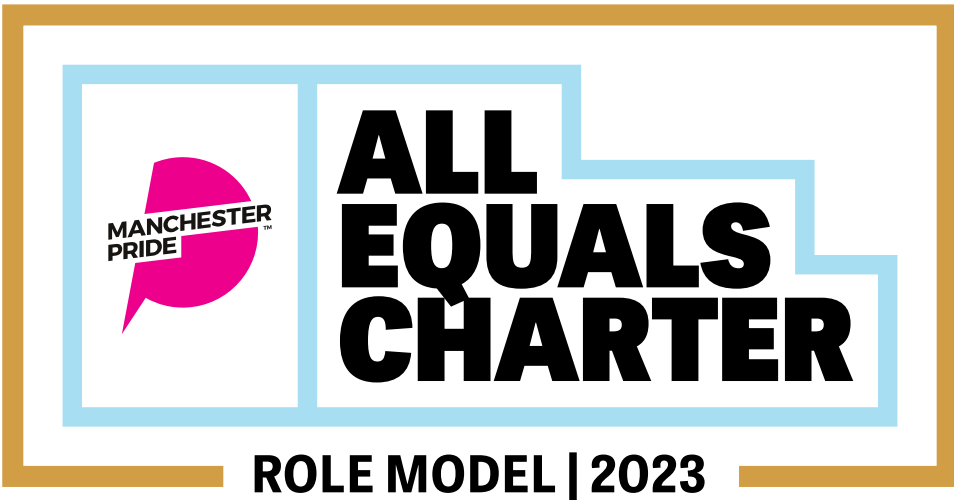
“We are extremely proud and excited to announce that we have passed our All Equals Charter re-accreditation with flying colours and have achieved the highest standard possible of Role Model!

Thank you to all our staff, volunteers, board, partners and service users for your passion and commitment in helping us to strive and champion equality, diversity and inclusion for all members of the LGBTQ+ community. A huge thanks too, to Dr Christopher Owen, Inclusivity Development Manager at Manchester Pride, for skilfully guiding us through the process and supporting us to challenge our assumptions, policies and practices.

When we started our LGBTQ+ inclusion journey, we recognised that we needed to take positive social action, working together internally and externally to create systems change to ensure intersectional LGBTQ+ inclusion in our workplace, service delivery and wider partnerships.

This has been a transformative process and we have learnt so much about the way we communicate, connect and support intersectional marginalised communities. However, we are still on our journey and look forward to updating our action plan and learning from best practice with other members of the All Equals Charter over the next year.”

- Maggie Langhorn, Deputy Chief Executive, Salford Foundation



We said

They did

Review policies in consideration of the needs of specific marginalised communities, especially trans, non-binary and disabled people



Salford Foundation has implemented a trans inclusion policy, a hate crime policy and an LGBTQ-inclusive domestic abuse policy

Record data in relation to incidents of hate, prejudice and discrimination.



Salford Foundation has trained their staff and developed thorough reporting processes for not only tackling prejudice and discrimination, but also hate crime

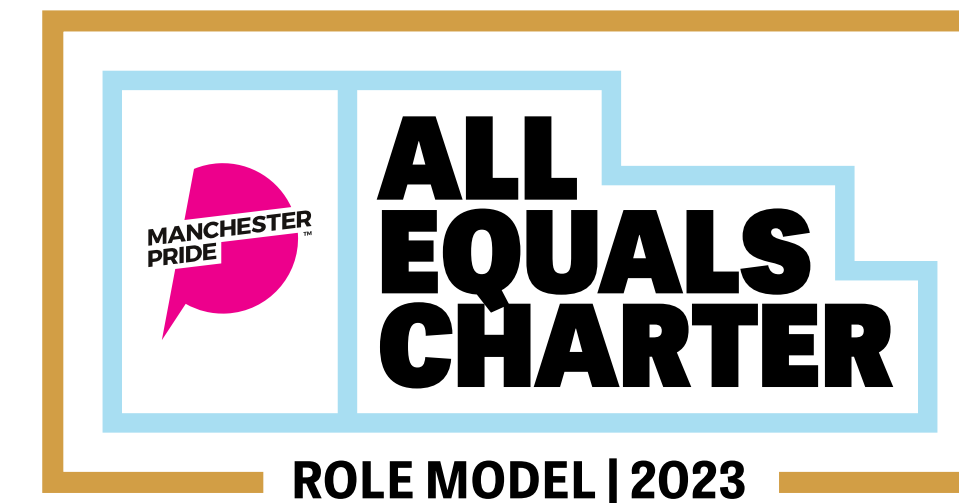
Explicitly promote and expect LGBTQ+ inclusion from all partners, networks, etc.



Salford Foundation has helped improve the trans inclusion of other organisations, such as changing trans-exclusive women’s services into trans-inclusive organisations

Role Model accreditation success:

bruntwood



“To receive Role Model status from Manchester Pride’s All Equals Charter, just twelve months after we were awarded Good Practice, is an incredible milestone for our D&I agenda at Bruntwood. We are firmly committed to fostering an environment where colleagues can bring their true selves to work, and we want to attract a diverse range of talent which is reflective of the vibrant cities in which we operate. Not only is this the right thing to do, but it makes commercial sense, too — people perform at their best when they are happy and comfortable coming to work.”

- **Maddi Burns-Hunt**, Head of Talent at Bruntwood

“Looking back on the past year I can honestly say I have never felt more valued and celebrated as a queer person in my workplace. Serving as co-chair of the LGBTQIA+ Network has afforded queer employees the opportunity to instigate tangible changes within Bruntwood. Witnessing the dedication and passion displayed by everyone involved has been nothing short of awe-inspiring. I consider myself extremely fortunate to work closely with colleagues who share an unwavering commitment to bettering the lives of LGBTQIA+ individuals.”

- **Aaron Boxley**, Co-Chair and Co-Founder of the Bruntwood LGBTQIA+ Network

Thanks to the All Equals Charter Team’s recommendations, Bruntwood:

- **Implemented processes to monitor and combat bullying, harassment and hate incidents committed by customers and suppliers**
- **Trained staff in hate crime reporting**
- **Improved the intersectionality of several policies and implemented new policies to support staffs specific needs across marginalisations**
- **Improved staff EDI education opportunities, including new anti-racism training and a trans inclusion event**
- **Almost doubled the number of LGBTQ+ staff (from 4.6% to 7.5%)**



Community Sessions

Bringing communities together

Manchester Pride's Community Sessions aim to platform issues faced by the LGBTQ+ community by bringing together professionals, those with lived experience and members of the community to learn, discuss, share valuable resources and support individuals from diverse backgrounds.

In 2023, our Community Sessions served as vital engagement workshops that benefited local queer communities, facilitated by Manchester Pride and spotlighting grassroots LGBTQ+ organisations across Greater Manchester. This initiative not only facilitated meaningful conversations, but also celebrated the rich tapestry of diversity and intersectionality within our LGBTQ+ community through authentic storytelling.

Community Sessions were born from our communities' desire for the Manchester Pride Charity to delve deeper into the issues affecting intersectional LGBTQ+ groups, and in 2023, we were proud to deliver 9 events where individuals could come together, share their stories, and forge connections within a safe space. With 15-20 people attending each Community Session, we ensured that all voices were platformed, all perspectives were honoured, and that all attendees felt respected and heard.

"I enjoyed hearing about experiences, learning something new, meeting new people, ways to bring communities together and how we can educate others"

- Community Session Attendee





Project objectives

- To platform and amplify the voices of marginalised LGBTQ+ communities
- To create a safe space conducive to learning and inclusive dialogue
- To educate participants about the unique challenges faced by marginalised groups
- To provide Manchester Pride with invaluable insights for better responding to community needs



What we achieved

- We connected 181 attendees to 19 separate community groups
- We platformed 11 unique LGBTQ+ communities and their lived experiences
- We provided a platform for organic, authentic engagement
- We created a safe and inclusive space for learning and inclusive dialogue
- We enabled new engagement and increased outreach
- We provided greater visibility for Manchester Pride with our audiences
- We enabled Manchester Pride to better respond to our communities' needs
- We educated people about issues faced by marginalised communities



A photograph of three people standing in front of a colorful, patterned backdrop. On the left, a man with a beard and short blonde hair wears a leopard print shirt and a pink strap. In the center, a woman with long brown hair wears a pink sequined top and a gold forehead ornament. On the right, a man with a beard wears a blue sweatshirt with 'ALVIN NEW YORK' in yellow and white letters, a black strap, and a white cap. They are all smiling. The man on the left holds a white sign with the text 'TRANS PEOPLE ARE MAGIC' in bold black letters.

**TRANS
PEOPLE
ARE
MAGIC**

Who we platformed

House of Spice

House of Spice facilitated an evening of Brown LGBTQ+ excellence. This session was used to create a safe space to understand what would make South Asian and Arab LGBTQ+ people feel included, supported and celebrated by Manchester Pride.

Queer and Trans Joy

Attendees worked with Jay from the National Transgender Charity, Sparkle, and trans, disabled performer Valkyrie Cain to design placard signs that highlighted trans joy. Attendees were then invited to contribute to a discussion focusing on ways that we can focus on and increase trans and queer joy in Greater Manchester.

LGBTQ+ Asylum Seekers and Refugees

Representatives from These Walls Must Fall, Lesbian Immigration Support Group and Fresh Grassroots Rainbow Community came together to share stories and experiences of what it is like to immigrate or seek asylum to the UK. The main topic of conversation focused around the Illegal Migration Bill and the negative impact it will have on LGBTQ+ asylum seekers, immigrants and refugees.

Survivors MCR

Survivors MCR gave a presentation on their achievements over the past 10 years, including their recently released study in collaboration with George House Trust on Sex, Chems, HIV and Consent.

LGBTQ+ Sex Workers

Members of Sexquisite, The Men's Room and Support for Student Sex Workers led a discussion on the intersection on sex work and people in the LGBTQ+ community. Attendees learned about sex work inequality and how to be a better sex worker ally.

"This has been a wonderful evening for a meaningful cause that is often overlooked... It has been heartwarming to see others get involved to raise awareness for brown communities."

- House of Spice Community Session Attendee

be proud

WHAT EVENTS
WOULD YOU WANT
TO SEE MORE OF?

WHAT BRINGS YOU
BROWN QUEER
JOY?

WHAT CAN
MCR PRIDE
IMPROVE ON?

MANY
DIFFERENT
BROWN
FACES

BA

STOP
HATE -
REPORT

QUEER
AND

Feedback

- 100% of respondents said the Community Session met or exceeded their expectations
- 99% of respondents said their knowledge had improved on the platformed marginalised community
- 94% of respondents said they would attend a Community Session again.
- 91% of respondents said they were satisfied or very satisfied with Community Sessions
- 91% of respondents said they would recommend Community Sessions to friends and colleagues





Superbia

About Superbia

Superbia, Manchester Pride's dynamic, year-round arts and culture programme, is dedicated to uplifting the mental health and wellbeing of artists and performers through the transformative power of creative arts. By curating, funding, and promoting vibrant LGBTQ+ events across Greater Manchester, Superbia not only combats social isolation but also fosters a sense of community and connection.

At the heart of the Superbia programme lies a deep commitment to love, acceptance, and inclusivity. Our mission is to celebrate Manchester's extraordinary queer talent by providing local queer artists with essential paid opportunities and a platform to shine. We believe in the power of art to transform lives, and we are passionate about supporting projects that showcase the incredible diversity and creativity within Greater Manchester's local LGBTQ+ community.

Superbia at Manchester Pride Festival is the cultural highlight of the year, taking place each August before and during August Bank Holiday weekend. This uplifting celebration of LGBTQ+ arts features an inclusive lineup of events throughout Greater Manchester spanning poetry, dance, parties, theatre, exhibitions, music and more. With projects supported by Superbia Queer Arts Grants, attendees can explore a rich tapestry of alternative Pride celebrations, all designed to promote inclusivity and celebrate the vibrant spirit of our community.





Image credit: Our Proud Past, Superbia Queer Arts Grant recipient

Online promotion

We envision a world where queer culture is universally celebrated, and the Superbia initiative is at the forefront of spreading this joy far and wide. Harnessing the extensive reach of Manchester Pride's digital platforms, Superbia promotes and amplifies an exciting calendar of LGBTQ+ arts & culture events taking place throughout Greater Manchester all year long. Our dedicated Superbia website, social media channels, and engaging weekly newsletters sent directly to Manchester Pride's 40,000-strong database, ensure that queer-inclusive artists and event hosts receive the essential promotion they need. This support enables them to continue creating safe and thriving spaces for LGBTQ+ communities in Greater Manchester and beyond.

71

Events Promoted: Celebrating and amplifying queer arts & culture opportunities

48,000

Website Visits: A testament to the success of our online promotion efforts

45

Events Featured in Newsletters: Ensuring consistent visibility and support for community events



Image credit: Small Hour Stories, Superbia Queer Arts Grant recipient / Photography: Ryan Morrison



Superbia Cinema

As part of our unwavering commitment to enriching Manchester's LGBTQ+ arts and culture scene, we proudly teamed up with local queer producers to present Superbia Cinema, a captivating series of five free events celebrating LGBTQ+ filmmaking and artistry. These events showcased an impressive array of works by talented queer creatives, including documentaries, feature-length films, and short films that beautifully highlight queer history, life, love, and culture.

Superbia Cinema not only celebrates the brilliance of LGBTQ+ filmmakers but also creates a vibrant community space for sharing stories and sparking conversations. Each screening was followed by engaging Q&A sessions with the filmmakers, offering attendees a unique opportunity to delve into the production process, gain insights from directors, actors, and filmmakers, and foster a deeper appreciation for LGBTQ+ cinema.

71

free tickets distributed



33

LGBTQ+ films showcased

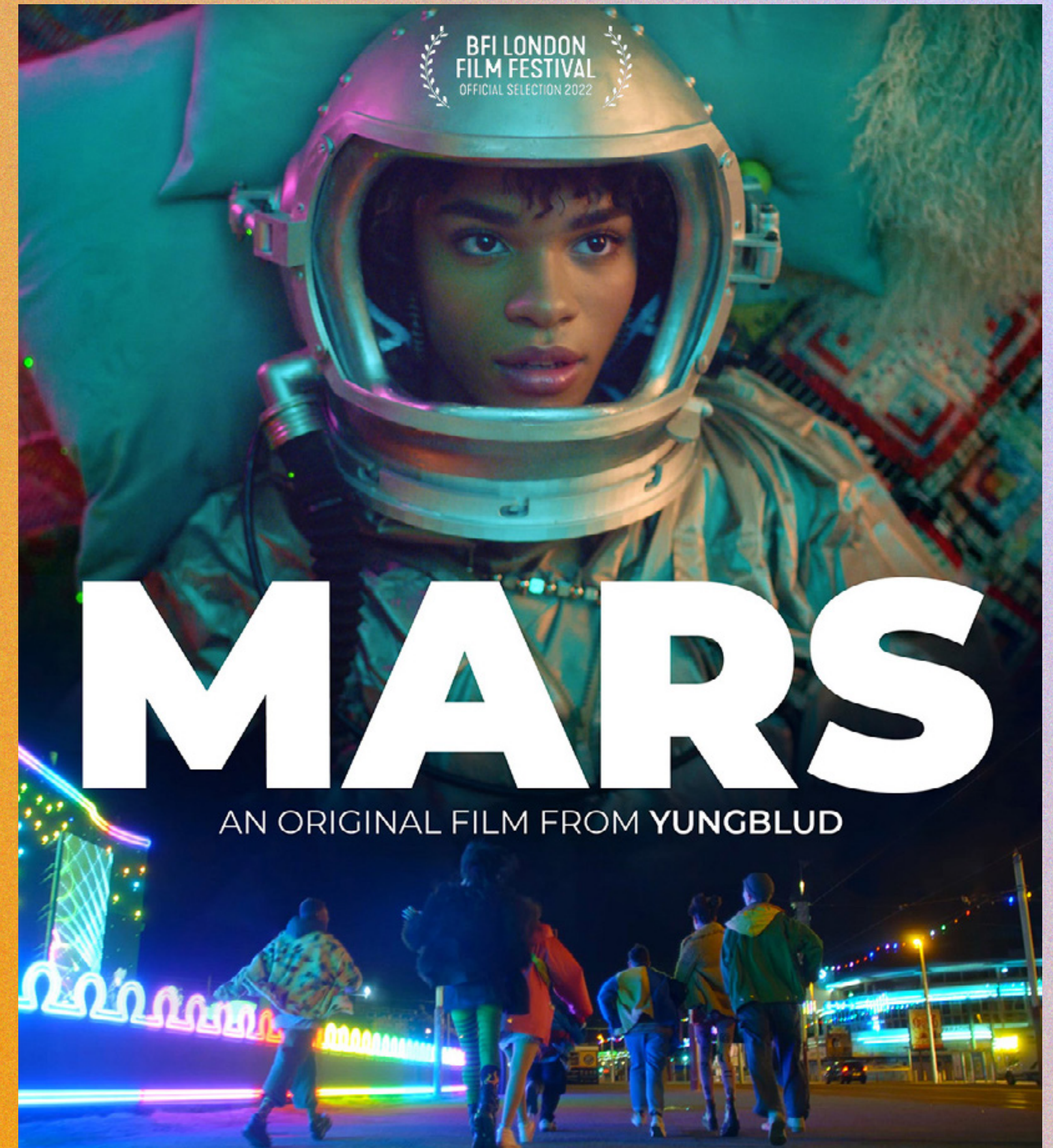


Image credit: Mars by YUNGBLUD, directed by Abel Rubinstein and written by Chris Bush

Volunteers

What we offer

The commitment and unwavering dedication of our extraordinary Volunteers bolsters our efforts to make a meaningful impact on LGBTQ+ communities throughout Greater Manchester. Their selfless commitment, amounting to thousands of hours over the course of the year, is the driving force behind the smooth-running of the Manchester Pride Festival and our extensive year-round calendar of LGBTQ+ events.

In recognition of their support, we provide LGBTQ+ individuals and allies with a platform to develop skills, forge new connections, and the unique opportunity to be a part of the global pride movement, right at the heart of the action.

Proudly sponsored by Starbucks, our volunteering programme offers queer people and anyone interested in furthering LGBTQ+ liberation the chance to:

- **Build new skills in a huge variety of volunteer roles**
- **Take part in CV enriching activities**
- **Support local LGBTQ+ communities**
- **Make new friends and connections**
- **Receive equality, diversity and inclusion training**
- **Take part in flexible opportunities that fit individual lifestyles and needs**



About our Volunteers

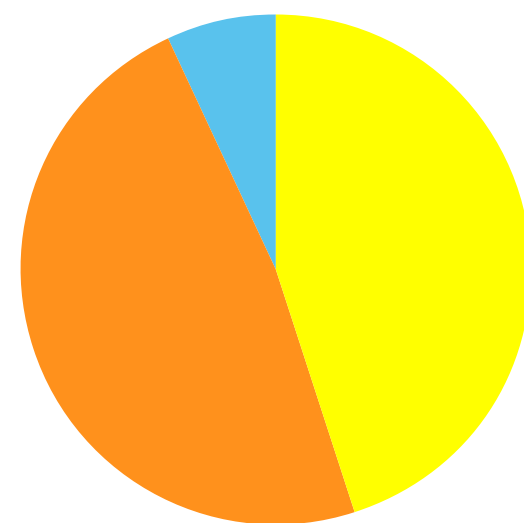
Ethnicity

White 61%
Black 4%
Asian 22%
Mixed Race 6%
Other 7%



Gender

Male 275
Female 293
Trans/Non-Binary 42



95%

of our Volunteers identify as LGBTQ+

87%

of our Volunteers live in Greater Manchester

11%

of our Volunteers are Transgender or Non-binary

28%

of our Volunteers live with a disability





Parade Troupe

The Manchester Pride Parade Troupe is comprised of passionate Volunteers that proudly represent our Charity. Before the Parade, our Parade Troupe volunteers devote themselves to attending a series of engaging workshops, where they learn the art of costume and prop making, master dance routines, and cultivate meaningful connections with other volunteers.

In addition to these five enriching sessions, our Parade Troupe Volunteers hosted their own practise session independently. Their collaborative efforts made for a vibrant showcase of creativity and solidarity through the streets of Manchester at the Parade, and helped to cement new friendships within the Volunteer community.

"It has been a truly amazing trouper year, I could not have asked for a better group of people to have rehearsed and performed with, we all looked totally stunning, we have all worked so hard, given so much of our time and I know it showed in the parade. Special thanks must go to all the organisers for teaching us, costumes and looking after us. We should all be so so proud."

- Parade Troupe member



How volunteering benefits the wider community

A part of our volunteer programme at Manchester Pride, we extend external opportunities to our dedicated volunteer database. Between January and December 2023, our volunteers actively contributed to 18 diverse and inclusive LGBTQ+ community and arts events. Collectively, their efforts amounted to an impressive donation of over 420 hours to Greater Manchester Pride initiatives, arts & culture and community events. Their commitment highlights our volunteers' steadfast support for the advancement of LGBTQ+ equality and their dedication to joining us in pushing for change across Greater Manchester's LGBTQ+ communities and beyond.

The impact of our volunteer program extends far beyond the boundaries of Manchester Pride, as evidenced by the significant contributions of four of our volunteers who have transitioned into key roles within other LGBTQ+ charities in the city. Additionally, we were privileged to have provided crucial support to our volunteers facing asylum and legal challenges. Throughout 2023, we offered assistance by drafting five letters of support, standing in solidarity with our volunteers during times of need, embodying our ethos of fostering a supportive and inclusive community.



Over
£1,000
raised for the
Manchester Pride
Community Fund
through our
Volunteer
programme



How we operate

The Manchester Pride Charity

Manchester Pride is a charity. This means we are registered with The Charity Commission, and operate exclusively for charitable purposes. 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, party-as-protest, queer-led festival celebrating LGBTQ+ life.

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, including our year-round Grants Programme.



Organisational structure

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) for the charity, as 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.

Legal status and governing documents

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.

Our trustees

Manchester Pride's trustees are the unsung heroes who have independent control over and legal responsibility for the charity's management and administration. They are the guiding hands behind the scenes, ensuring that Manchester Pride fulfils its missions and makes a real difference in the lives of people LGBTQ+ people in Greater Manchester. Most importantly, our trustees are dedicated volunteers who offer much of their time and expertise for a cause they deeply care about.

Our board of trustees meet 5 times a year every February, May, August, October and December. Within our board of trustees, there are three sub-committees that meet quarterly. These sub-committees are: Performance and Governance, Finance, and Fundraising and Grants. The trustees on our Fundraising and Grants sub-committee also volunteer for Manchester Pride's Community Grants Panel—meticulously evaluating Grants submissions throughout the year to ensure each application aligns with our grant priorities.

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.

Following recruitment, new Trustees undergo an induction process which includes a briefing pack and separate one-to-one sessions with the Chair, Vice Chair, Treasurer and Chief Executive. These sessions provide new Trustees with an overview of the Charity's activities, staff and performance; governance of the Charity; the Charity's finances; and Board dynamics.



Risk management

	Risk areas identified	Potential Impact	Risk Mitigation & Control
F1	Budgetary control and financial reporting	<ul style="list-style-type: none"> • budget does not match key objectives and priorities; • decisions made on inaccurate financial projections or reporting; • decisions made based on unreliable costing data or income projections; • inability to meet commitments or key objectives; • poor credit control; • poor cash flow and treasury management; • ability to function as going concern; 	<ul style="list-style-type: none"> • review and maintain all systems controls and procedures including bank reconciliation, authorisation protocols; • staff adhere to Financial Procedures Manual; • budget is linked to business planning and objectives; • financial monitoring and reporting via FR Committee; • budget and finance update to each board meeting via FR committee; • regular review of reserves;
F2	Reserves policies	<ul style="list-style-type: none"> • lack of funds or liquidity to respond to new needs or requirements; • inability to meet commitments or planned objectives; • reputational risks if policy cannot be justified; 	<ul style="list-style-type: none"> • reserves policy to linked business plans, activities and identified financial and operating risk; • regular review of reserves policy and reserve levels; • board agreed to establish a reserve policy of a minimum of three months operating costs; • treasurer makes recommendation to the finance committee/board;
F3	Cashflow sensitivities	<ul style="list-style-type: none"> • inability to meet commitments; • lack of liquidity to cover variance in costs; • impact on operational activities; 	<ul style="list-style-type: none"> • adequate cash flow projections (prudence of assumptions) are in place with 12 monthly forecasts; • payment plans setup with large suppliers and prioritise small suppliers and artists; • major sensitivities identified and factored; • adequate information flow from operational team for cash flow purposes; • monthly monitor arrangements and reporting in place to the finance committee/board;
F4	Dependency on income sources	<ul style="list-style-type: none"> • cash flow and budget impact of loss of income source 	<ul style="list-style-type: none"> • major dependencies on Festival ticket income and sponsorship; • inadequate organisational reserves in place; • diversification plans created as part of the strategic review (demographic diversity, new revenue streams, new events)
F5	Pricing policy	<ul style="list-style-type: none"> • reliance on subsidy funding; • unplanned loss from pricing errors; • cash flow impact on other activities; • loss of contracts if uncompetitive; • affordability of services to beneficiary class; 	<ul style="list-style-type: none"> • costing of services and contracts is based on reasonable assumptions; • Annual review of ticketing pricing policy;
F6	Pension commitments	<ul style="list-style-type: none"> • under-funded defined benefit scheme; • impact on future cash flows; • failure to meet due dates of payment; • regulatory action or fines; 	<ul style="list-style-type: none"> • review of pension scheme arrangements (eg money purchase schemes); • Limited financial impact upon the organisation (>£10k);
F7	Fraud or error	<ul style="list-style-type: none"> • financial loss; • reputational risk; • loss of staff morale; • regulatory action; • impact on funding; 	<ul style="list-style-type: none"> • treasurer acts as lead on fraud & error investigator; • financial control procedures, segregate duties, authorisation limits established; • asset register maintained;

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 on board 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 2023 Manchester Pride employed 13 people across 3 departments.

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.

Manchester Pride Team as of December 2023:

39%
Female

46%
Male

15%
Trans/NB

23%
PoC

69%
LGBTQ+



MANCHESTER
PRIDE

MANCHESTER PRIDE 2023 - MAN

Trustees' Report and Financial Statements

For the year ended
31 December 2023

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Reference and Administrative Details of the Charity, its Trustees and Advisers For the year ended 31 December 2023

Trustees	R Joshi M Unsworth V Empson S Bowen (resigned 31 July 2023) M Lawlor T N A Adebayo T G Westwood (resigned 8 March 2023) S A Pegg (resigned 8 March 2023) J Harrison (appointed 8 March 2023) D McGovern D J Fulvio (appointed 13 December 2023) S C Robinson (appointed 21 April 2024) M Tomlin-Flack (appointed 21 February 2024)
Company registered number	04671318
Charity registered number	1117848
Registered office	53 Portland Street Manchester, England M1 3LD
Chief executive officer	M Fletcher
Independent auditors	Hurst Accountants Limited Chartered Accountants Statutory Auditors 3 Stockport Exchange Stockport, Cheshire SK1 3GG
Solicitors	DLA Piper 1 St. Peter's Square Manchester M2 3DE

Trustees' Report

For the year ended 31 December 2023

The Trustees present their annual report together with the audited financial statements of the Charity for the 1 January 2023 to 31 December 2023. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the Charity qualify as small under section 383 of the Companies Act 2006, the group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The management of the Group and the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Our purpose

Manchester Pride creates opportunities to uplift queer communities and bring people together to celebrate LGBTQ+ life, while also campaigning for greater equality and liberation across Greater Manchester.

Our objectives

1. Campaign for advancements of LGBTQ+ equality at home and abroad.
2. Stage a world class celebration of LGBTQ+ life in Greater Manchester.
3. To make packages of support, including grants, available for LGBTQ+ communities, groups, organisations, events and good causes in Greater Manchester.

Our Vision is of a world where LGBTQ+ people are free to live and love without prejudice and our culture is universally celebrated.

Our Mission is to authentically celebrate and liberate diverse LGBTQ+ communities in Greater Manchester and beyond so we can all thrive.

Our Values:

UNITY – Great things are achieved by working harmoniously to achieve our vision

JOY – Celebrating and taking unrivalled pleasure in the queer expression and our rich, diverse culture

LIBERATION – Nobody's free until everybody's free

Trustees' Report

For the year ended 31 December 2023

What we deliver

- Manchester Pride Festival
 - The Human Rights Forum
 - The Gay Village Party
 - Youth Pride MCR
 - Family Pride MCR
 - Manchester Pride Parade
 - Superbia Weekend
 - The Candlelit Vigil
 - Grants Programme: Community Fund, Superbia Queer Arts Fund, Impact Fund, Local Pride Fund
 - The All Equals Charter
 - Youth Pride MCR
 - Community Sessions
 - Superbia
 - Volunteer programme
 - Our Community Impact
-
- 169,000 people celebrated queer life and love at Manchester Pride Festival.
 - £105,854 raised for LGBTQ+ groups and organisations in Greater Manchester.
 - 81 projects supported in 2023.
 - C. 12,000 people watched the Parade.
 - 11 Community Sessions.
 - 19 Youth Pride MCR workshops.
 - 116 LGBTQ+ young people engaged through Youth Pride MCR.
 - 2,250 hours of volunteer time donated.
 - 6,189,785 people reached on social media across 7 digital platforms.
 - 14,335,958 people reached through our media campaigns, educating the wider community on our activities and the importance of supporting the Pride movement.
 - Over 18,000 parade participants.

Grants Awarded

Our Grant Giving programme is testament to the transformative power of community-driven initiatives. We are delighted to share the achievements made possible by the kind donations raised at Manchester Pride Festival 2022.

These numbers not only represent data but embody the tangible difference we've made in the lives of individuals and communities. Join us on this journey as we explore the meaningful contributions of our grant recipients and the enduring impact of our collective commitment to positive change.

- 81 projects supported in 2023.
- £105,854 raised for LGBTQ+ groups and organisations in Greater Manchester to be distributed in 2024/2025.

Trustees' Report

For the year ended 31 December 2023

Community Fund

The Community Fund distributed £28,056 via 36 grants to support LGBTQ+ community projects in Greater Manchester. This fund supported projects from existing grassroots community groups, and any new projects funded had been tailored to the grants priorities.

- £28,056 delivered to 36 community projects supporting LGBTQ+ communities.
- 15 established LGBTQ+ community groups sustained and supported.
- 11 new LGBTQ+ community groups or organisations founded.
- 26 new projects supporting LGBTQ+ people.

Superbia Queer Arts Fund

The Superbia Fund distributed £29,645 via 38 grants to support LGBTQ+ arts and culture projects in Greater Manchester. Of these, 7 events took place as part of the Superbia programme for Manchester Pride Festival 2023.

- £29,645 granted for queer arts & culture projects.
- 58% gave opportunities and representation to Queer, Trans and Intersex People of Colour.
- 50% of projects funded gave opportunities and representation to LGBTQ+ people with disabilities.
- 36 LGBTQ+ events and arts projects funded.

Local Pride Fund

The Community Fund delivered £7,645 of funds to 9 Pride events taking place in Greater Manchester, including the first ever Manchester Trans Pride.

Local Pride events were further supported by promotion on our social media channels and website, and we held a stall at 7 Pride events to engage more people with our work. 48 Manchester Pride volunteers gave their support at 5 of the local Prides, offering their great experience to the events.

- £7,645 funding for 9 pride events in Greater Manchester.
- 44% of events took place outside of the city centre.

Impact fund

The Impact Fund uses funds generated in 2023 to deliver £44,555 of funds to 5 organisations in 2024. This larger pot of funding will support longer term projects that create incredible impacts for LGBTQ+ communities. This fund supported organisations that find it difficult to obtain funding from other sources.

- George House Trust received £9,894 to increase trans and gender diverse engagement with their HIV support services.
- Black Gold Arts will be using their grant of £9,721 to deliver three events, supporting QTPOC men's mental health, addressing sexual health and HIV stigma and celebrating queer, black music whilst raising awareness of issues.
- Our Room were awarded £9,940 to research the needs of LGBTQ+ sex workers through participatory and community-based arts projects.

Trustees' Report

For the year ended 31 December 2023

- African Rainbow Family will use £10,000 to support LGBTQ+ refugees' mental health and wellbeing through group therapy sessions.
- Proud 2b Parents received £5,000 to increase LGBTQ+ family engagement and create family focussed spaces at Pride events in Greater Manchester.

The Manchester Pride Charity

Manchester Pride is a charity. This means we are registered with The Charity Commission, and operate exclusively for charitable purposes. 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, party-as-protest, queer-led festival celebrating LGBTQ+ life.

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, including our year-round Grants Programme.

Organisational Structure

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) for the charity, as 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.

Trustees' Report

For the year ended 31 December 2023

Our Trustees

Manchester Pride's trustees are the unsung heroes who have independent control over and legal responsibility for the charity's management and administration. They are the guiding hands behind the scenes, ensuring that Manchester Pride fulfils its missions and makes a real difference in the lives of people LGBTQ+ people in Greater Manchester. Most importantly, our trustees are dedicated volunteers who offer much of their time and expertise for a cause they deeply care about.

Our board of trustees meet 5 times a year every February, May, August, October and December. Within our board of trustees, there are three sub-committees that meet quarterly. These sub-committees are: Performance and Governance, Finance, and Fundraising and Grants. The trustees on our Fundraising and Grants sub-committee also volunteer for Manchester Pride's Community Grants Panel—meticulously evaluating Grants submissions throughout the year to ensure each application aligns with our grant priorities.

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.

Following recruitment, new Trustees undergo an induction process which includes a briefing pack and separate one-to-one sessions with the Chair, Vice Chair, Treasurer and Chief Executive. These sessions provide new Trustees with an overview of the Charity's activities, staff and performance; governance of the Charity; the Charity's finances; and Board dynamics.

Trustees' Report

For the year ended 31 December 2023

Risk Management

	Risk areas identified	Potential Impact	Risk Mitigation & Control
F1	Budgetary control and financial reporting	<ul style="list-style-type: none"> • budget does not match key objectives and priorities; • decisions made on inaccurate financial projections or reporting; • decisions made based on unreliable costing data or income projections; • inability to meet commitments or key objectives; • poor credit control; • poor cash flow and treasury management; • ability to function as going concern; 	<ul style="list-style-type: none"> • review and maintain all systems controls and procedures including bank reconciliation, authorisation protocols; • staff adhere to Financial Procedures Manual; • budget is linked to business planning and objectives; • financial monitoring and reporting via FR Committee; • budget and finance update to each board meeting via FR committee; • regular review of reserves;
F2	Reserves policies	<ul style="list-style-type: none"> • lack of funds or liquidity to respond to new needs or requirements; • inability to meet commitments or planned objectives; • reputational risks if policy cannot be justified; 	<ul style="list-style-type: none"> • reserves policy to linked business plans, activities and identified financial and operating risk; • regular review of reserves policy and reserve levels; • board agreed to establish a reserve policy of a minimum of three months operating costs; • treasurer makes recommendation to the finance committee/board;
F3	Cashflow sensitivities	<ul style="list-style-type: none"> • inability to meet commitments; • lack of liquidity to cover variance in costs; • impact on operational activities; 	<ul style="list-style-type: none"> • adequate cash flow projections (prudence of assumptions) are in place with 12 monthly forecasts; • payment plans setup with large suppliers and prioritise small suppliers and artists; • major sensitivities identified and factored; • adequate information flow from operational team for cash flow purposes; • monthly monitor arrangements and reporting in place to the finance committee/board;
F4	Dependency on income sources	<ul style="list-style-type: none"> • cash flow and budget impact of loss of income source 	<ul style="list-style-type: none"> • major dependencies on Festival ticket income and sponsorship; • inadequate organisational reserves in place; • diversification plans created as part of the strategic review (demographic diversity, new revenue streams, new events)
F5	Pricing policy	<ul style="list-style-type: none"> • reliance on subsidy funding; • unplanned loss from pricing errors; • cash flow impact on other activities; • loss of contracts if uncompetitive; • affordability of services to beneficiary class; 	<ul style="list-style-type: none"> • costing of services and contracts is based on reasonable assumptions; • Annual review of ticketing pricing policy;
F6	Pension commitments	<ul style="list-style-type: none"> • under-funded defined benefit scheme; • impact on future cash flows; • failure to meet due dates of payment; • regulatory action or fines; 	<ul style="list-style-type: none"> • review of pension scheme arrangements (eg money purchase schemes); • Limited financial impact upon the organisation (>£10k);
F7	Fraud or error	<ul style="list-style-type: none"> • financial loss; • reputational risk; • loss of staff morale; • regulatory action; • impact on funding; 	<ul style="list-style-type: none"> • treasurer acts as lead on fraud & error investigator; • financial control procedures, segregate duties, authorisation limits established; • asset register maintained;

Trustees' Report

For the year ended 31 December 2023

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 on board 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 2023 Manchester Pride employed 13 people across 3 departments.

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.

Manchester Pride Team as of December 2023:

- 39% Female
- 46% Male
- 15% Trans/NB
- 23% PoC
- 69% LGBTQ+

Trustees' Report

For the year ended 31 December 2023

Financial review

a. Going concern

The charity has reported a consolidated deficit of £468k in 2023. At 31 December 2023, the charity has a consolidated funds deficit of £356k.

The financial statements have been prepared on a going concern basis, which assumes that the charity will continue to operate for the foreseeable future.

The Trustees believe it is appropriate to prepare the financial statements on a going concern basis for the following reasons:

1. A review of the charity's strategy will be undertaken in 2024 to safeguard the sustainability of Manchester Pride's financial model.
2. Detailed budgets and cash flow forecasts have been prepared for 2024 and 2025. These indicate that the charity will make a surplus in 2024 and 2025 and will maintain a positive cash position throughout.
3. Results for the 2024 financial period to August 2024 report a surplus has been made.

Therefore, and after making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis for preparation of the financial statements.

b. Reserves Policy

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

Structure, governance and management

a. Constitution

Manchester Pride Limited is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

Statement of Trustees' 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 year. 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;

Trustees' Report (continued)

For the year ended 31 December 2023

- 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 each 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:

D McGovern

Chair of Trustees

David McGovern

J Harrison

Trustee

Jenny Harrison

Date: 25/09/2024

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 2023 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 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2023 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.

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.

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 noncompliance 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 Antibribery 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.

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 used data analytics software to identify accounting transactions 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: 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.

Helen Besant Roberts (senior statutory auditor)

for and on behalf of

Hurst Accountants Limited

Chartered Accountants

Statutory Auditors

3 Stockport Exchange

Stockport, Cheshire

SK1 3GG

Date: _____

Consolidated Statement of financial activities (incorporating income and expenditure account) For the year ended 31 December 2023

		Restricted funds 2023	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	Note	£	£	£	£
Income from:					
Donations and legacies	4	105,854	40,000	145,854	321,831
Charitable activities	5	33,000	-	33,000	42,000
Other trading activities	7	-	2,536,776	2,536,776	2,349,721
Investments	6	-	176	176	-
Total income		138,854	2,576,952	2,715,806	2,713,552
Expenditure on:					
Charitable activities:	9	105,846	3,077,197	3,183,043	2,598,304
Net income/ (expenditure) before taxation		33,008	(500,245)	(467,237)	115,248
Taxation	15	-	(321)	(321)	(2,062)
Net movement in funds		20,692	(488,250)	(467,558)	113,186
Reconciliation of funds:					
Total funds brought forward		114,653	(2,878)	111,775	(1,411)
Net movement in funds		33,008	(500,566)	(467,558)	113,186
Total funds carried forward		147,661	(503,444)	(355,783)	111,775

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 22 to 40 form part of these financial statements.

Consolidated Balance Sheet

As at 31 December 2023

		2023	2022
	Note	£	£
Fixed assets			
Tangible assets	16	10,175	9,690
Current assets			
Debtors	17	67,928	163,154
Cash at bank and in hand	24	66,109	360,351
		134,037	523,505
Creditors: amounts falling due within one year	18	(402,897)	(264,822)
Net current liabilities / assets		(268,860)	258,683
Total assets less current liabilities		(258,685)	268,373
Creditors: amounts falling due after more than one year	19	(94,715)	(154,536)
Provisions for liabilities		(2,383)	(2,062)
Total net assets		(355,783)	111,775
Charity funds			
Restricted funds	21	147,661	114,653
Unrestricted funds	21	(503,444)	(2,878)
Total funds		(355,783)	111,775

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 *David McGovern*
Chair of Trustees

J Harrison *Jenny Harrison*
Trustee

Date: 25/09/2024

The notes on pages 22 to 40 form part of these financial statements.

Charity Balance Sheet

As at 31 December 2023

		2023	2022
	Note	£	£
Fixed assets			
Tangible assets	16	642	1,442
Current assets			
Debtors	17	15,393	359,963
Cash at bank and in hand		58,815	29,887
		74,208	389,850
Creditors: amounts falling due within one year	18	(342,477)	(130,533)
Net current liabilities / assets		(268,269)	259,317
Total assets less current liabilities		(267,627)	260,759
Creditors: amounts falling due after more than one year	19	(94,715)	(154,536)
Total net assets		(362,342)	106,223
Charity funds			
Restricted funds	21	147,661	114,653
Unrestricted funds			
General funds	21	(510,003)	(8,430)
Total unrestricted funds	21	(510,003)	(8,430)
Total funds		(362,342)	106,223

The Charity's net movement in funds for the year was £(468,565) (2022 - £107,634).

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.

Charity Balance Sheet (continued)

As at 31 December 2023

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

D McGovern	<i>David McGovern</i>	J Harrison	<i>Jenny Harrison</i>
Chair of Trustees		Trustee	

Date: 25/09/2024

The notes on pages 22 - 40 form part of these financial statements.

Consolidated Statement of Cash Flows

For the year ended 31 December 2023

		2023	2022
	Note	£	£
Cash flows from operating activities			
Net cash used in operating activities	23	(216,823)	255,891
Cash flows from investing activities			
Purchase of tangible fixed assets		(4,443)	(9,737)
Net cash used in investing activities		(4,443)	(9,737)
Cash flows from financing activities			
Repayments of borrowing		(59,820)	(59,820)
Interest payable		(13,156)	15,758
Net cash used in financing activities		(72,976)	(75,578)
Change in cash and cash equivalents in the year		(294,242)	170,576
Net movement in funds		360,351	189,775
Cash and cash equivalents at the end of the year	24	66,109	360,351

The notes on pages 22 to 40 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 December 2023

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

The charity has reported a consolidated deficit of £468k in 2023. At 31 December 2023, the charity has a consolidated funds deficit of £356k.

The financial statements have been prepared on a going concern basis, which assumes that the charity will continue to operate for the foreseeable future.

The Trustees believe it is appropriate to prepare the financial statements on a going concern basis for the following reasons:

1. A review of the charity's strategy will be undertaken in 2024 to safeguard the sustainability of Manchester Pride's financial model.
2. Detailed budgets and cash flow forecasts have been prepared for 2024 and 2025. These indicate that the charity will make a surplus in 2024 and 2025 and will maintain a positive cash position throughout.
3. Results for the 2024 financial period to August 2024 report a surplus has been made.

Therefore, and after making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis for preparation of the financial statements.

Notes to the Financial Statements

For the year ended 31 December 2023

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.

Notes to the Financial Statements

For the year ended 31 December 2023

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. 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.

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.

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
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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.

Notes to the Financial Statements

For the year ended 31 December 2023

2. Accounting policies (continued)

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.

2.12 Operating leases

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight-line basis over the lease term.

2.13 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.

Notes to the Financial Statements

For the year ended 31 December 2023

2. Accounting policies (continued)

2.13 Fund accounting (continued)

Investment income, gains and losses are allocated to the appropriate fund.

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 2023	Unrestricted funds 2023	Total funds 2023	<i>Total funds 2022</i>
	£	£	£	£
Donations	105,854	-	105,854	126,831
In-Kind Sponsorship	-	40,000	40,000	195,000
Total 2023	105,854	40,000	145,854	321,831
<i>Total 2022</i>	114,653	207,178	321,831	

5. Income from charitable activities

	Restricted funds 2023	Total funds 2023	<i>Total funds 2022</i>
	£	£	£
Grants	33,000	33,000	42,000
<i>Total 2022</i>	42,000	42,000	

Of the total grant income, £nil (2022: £12,000) is recognised by the Charity's trading subsidiary, Manchester Pride Events Limited.

Notes to the Financial Statements

For the year ended 31 December 2023

6. Investment income

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Interest receivable	176	176	-

7. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Income from trading subsidiary	2,482,943	2,482,943	2,336,370
All Equals Charter	16,122	16,122	13,351
Merchandise sales	177	177	-
Corporate sponsorship	37,534	37,534	-
Total 2023	2,536,776	2,536,776	2,349,721
<i>Total 2022</i>	2,349,721	2,349,721	

Notes to the Financial Statements

For the year ended 31 December 2023

8. Income by activity

	Campaign	Celebrate	Engage	Fundraise	Total 2023	Total 2022
	£	£	£	£		£
Donations	-	-	-	105,854	105,854	126,831
Investment income	44	44	44	44	176	-
All Equals Charter	-	-	16,122	-	16,122	13,351
Grants	6,600	6,600	19,800	-	33,000	42,000
Merchandise sales	-	-	-	177	177	-
In-Kind sponsorship	10,000	10,000	10,000	10,000	40,000	195,000
Corporate sponsorship	9,383	9,383	9,384	9,384	37,534	-
Income from trading subsidiary:						
Event income	386,111	386,111	386,111	386,110	1,544,443	1,595,882
Sponsorship	-	938,500	-	-	938,500	740,488
Total 2023	412,138	1,350,638	441,461	511,569	2,715,806	2,713,552
<i>Total 2022</i>	<i>456,121</i>	<i>1,196,609</i>	<i>486,271</i>	<i>574,551</i>	<i>2,713,552</i>	

Notes to the Financial Statements

For the year ended 31 December 2023

9. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023	Unrestricted funds 2023	Total 2023	Total 2022
	£	£		£
Artists fees and expenses	-	335,383	335,383	186,696
Marketing and PR	-	373,800	373,800	376,680
Events & engagement	-	1,277,625	1,277,625	859,306
Box office expenses	-	22,939	22,939	19,817
Sundry	-	119,163	119,163	94,364
Interest payable	-	13,156	13,156	15,758
In-Kind expenditure	-	40,000	40,000	195,000
Depreciation	-	3,958	3,958	2,809
Irrecoverable VAT	-	24,044	24,044	143,598
Grants distributed	72,846	-	72,846	2,250
Governance costs (note 10)	-	10,900	10,900	10,450
Support costs (note 10)	33,000	856,229	889,229	691,576
Total 2023	105,846	3,077,197	3,183,043	2,598,304
<i>Total 2022</i>	<i>63,940</i>	<i>2,534,364</i>	<i>2,598,304</i>	

Notes to the Financial Statements

For the year ended 31 December 2023

10. Expenditure on Charitable Activities

	Campaign	Celebrate	Engage	Fundraise	Total 2023	Total 2022
	£	£	£	£		£
Artists fees and expenses	-	268,306	-	67,077	335,383	186,696
Marketing and PR	93,450	93,450	93,450	93,450	373,800	376,680
Events & engagement	-	766,575	127,763	383,287	1,277,625	859,306
Box office expenses	-	21,792	-	1,147	22,939	19,817
Sundry	29,791	29,791	29,791	29,790	119,163	94,364
Interest payable	-	-	13,156	-	13,156	15,758
In-Kind expenditure	10,000	10,000	10,000	10,000	40,000	195,000
Depreciation	-	-	-	3,958	3,958	2,809
Irrecoverable VAT	-	-	-	24,044	24,044	143,598
Grants distributed	-	-	72,846	-	72,846	2,250
Governance costs (note 11)	2,725	2,725	2,725	2,725	10,900	10,450
Support costs (note 11)	222,307	222,307	222,307	222,308	889,229	691,576
Total 2023	358,273	1,414,946	572,038	837,786	3,183,043	2,598,304
<i>Total 2022</i>	293,268	977,034	397,206	930,796	2,598,304	

In-Kind expenditure consists of marketing costs of £Nil (2022: £152,000), and event costs of £40,000 (2022: £43,000).

Notes to the Financial Statements

For the year ended 31 December 2023

11. Analysis of support and governance costs

Analysis of support costs:

	2023	2022
	£	£
Salaries and wages	621,856	500,665
Outsourced personnel	229,096	141,110
Legal and professional services	38,277	49,801
	889,229	691,576

Analysis of governance costs:

	2023	2022
	£	£
Auditors' remuneration	10,900	10,450

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 10) in the period.

12. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £7,750 (2022 - £7,550), and other accountancy services of £3,150 (2022 - £2,900).

13. Staff costs

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£		£
Wages and salaries	540,701	431,826	540,701	431,826
Social security costs	56,692	41,981	56,692	41,981
Staff pension costs	24,463	26,858	24,463	26,858
Total 2023	621,856	500,665	621,856	500,665

Notes to the Financial Statements

For the year ended 31 December 2023

13. Staff costs (continued)

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

	Group 2023	<i>Group 2022</i>	Charity 2023	<i>Charity 2022</i>
	No.	<i>No.</i>	No.	<i>No.</i>
Management and events staff	15	<i>13</i>	15	<i>13</i>

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

	Group 2023	<i>Group 2022</i>
	No.	<i>No.</i>
In the band £80,001 - £90,000	-	<i>1</i>
In the band £90,001 - £100,000	1	<i>-</i>

Key management personnel consists of The Chief Executive, The Director of Operations 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 £163,313 (2022: £169,783).

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 December 2023, no Trustee expenses have been incurred (2022 - £NIL).

15. Taxation

	2023	<i>2022</i>
	£	<i>£</i>
Deferred tax	-	<i>-</i>
Origination and reversal of timing differences	321	<i>2,062</i>

There are no factors considered likely to affect future tax charges.

Notes to the Financial Statements

For the year ended 31 December 2023

16. Tangible fixed assets

Group

Office
equipment
£

Cost or valuation

At 1 January 2023

23,435

Additions

4,443

At 31 December 2023

27,878

Depreciation

At 1 January 2023

13,745

Charge for the year

3,958

At 31 December 2023

17,703

Net book value

At 31 December 2023

10,175

At 31 December 2022

9,690

Notes to the Financial Statements

For the year ended 31 December 2023

16. Tangible fixed assets (continued)

Charity

Office
equipment
£

Cost or valuation

At 1 January 2023 13,698

At 31 December 2023 13,698

Depreciation

At 1 January 2023 12,256

Charge for the year 800

At 31 December 2023 13,056

Net book value

At 31 December 2023 642

At 31 December 2022 1,442

17. Debtors

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Due within one year				
Trade debtors	15,675	114,330	1,800	20,050
Amounts owed by group undertakings	-	-	-	292,879
Other debtors	33,937	32,861	3,186	32,861
Prepayments and accrued income	18,316	15,963	10,407	14,173
	67,928	163,154	15,393	359,963

Notes to the Financial Statements

For the year ended 31 December 2023

18. Creditors: Amounts falling due within one year

	Group 2023	<i>Group 2022</i>	Charity 2023	<i>Charity 2022</i>
	£	£	£	£
Other loans	59,820	59,820	59,820	59,820
Trade creditors	242,886	140,829	23,182	47,849
Amounts owed to group undertakings	-	-	237,001	-
Other taxation and social security	14,150	18,704	14,150	13,605
Other creditors	-	3,638	-	3,638
Accruals and deferred income	86,041	41,831	8,324	5,621
	402,897	264,822	342,477	130,533

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 2023	<i>Group 2022</i>	<i>Charity 2022</i>
	£	£	£
Opening balance	30,000	130,007	-
Resources deferred during the year	36,357	30,000	-
Amounts released from previous periods	(30,000)	(130,007)	-
Closing balance	36,357	30,000	-

Included within deferred income is £36,357 (2022: £30,000) of income received in the year relating to activity taking place in the subsequent year.

Notes to the Financial Statements

For the year ended 31 December 2023

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

	Group 2023	<i>Group 2022</i>	Charity 2023	<i>Charity 2022</i>
	£	£	£	£
Other loans	94,715	154,536	94,715	154,536

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 2023	<i>Group 2022</i>	Charity 2023	<i>Charity 2022</i>
	£	£	£	£
Between one and two years				
Other loans	59,820	59,820	59,820	59,820
Between two and five years				
Other loans	34,895	94,716	34,895	94,716

20. Deferred taxation

Group

	2023
	£
At the beginning of the year	2,062
Charge for the year	321
	2,383

The deferred tax liability is made up as follows:

	Group 2023	<i>Group 2022</i>
	£	£
Accelerated capital allowances	(2,383)	(2,062)

Notes to the Financial Statements

For the year ended 31 December 2023

21. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023	Income	Expenditure	Balance at 31 December 2023
	£	£	£	£
Unrestricted funds				
General Funds - all funds	(2,878)	2,576,952	(3,077,518)	(503,444)
Restricted funds				
GMCA	-	33,000	(33,000)	-
Community Fund	114,653	93,538	(72,846)	135,345
Donations	-	12,316	-	12,316
	114,653	138,854	(105,846)	147,661
Total funds	111,775	2,715,806	(3,183,364)	(355,783)

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.

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

Notes to the Financial Statements

For the year ended 31 December 2023

21. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 31 December 2022</i>
	£	£	£	£
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 Council	-	12,000	(12,000)	-
GMCA	-	30,000	(30,000)	-
Community Fund	-	114,653	-	114,653
	21,940	156,653	(63,940)	114,653
Total funds	(1,411)	2,713,552	(2,600,366)	111,775

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Tangible fixed assets	-	10,175	10,175
Current assets	147,661	(13,624)	134,037
Creditors due within one year	-	(402,897)	(402,897)
Creditors due in more than one year	-	(94,715)	(94,715)
Provisions for liabilities and charges	-	(2,383)	(2,383)
Total	147,661	(503,444)	(355,783)

Notes to the Financial Statements

For the year ended 31 December 2023

22. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2022</i>	<i>Unrestricted funds 2022</i>	<i>Total funds 2022</i>
	£	£	£
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	-	(154,536)	(154,536)
Provisions for liabilities and charges	-	(2,062)	(2,062)
Total	114,653	(2,878)	111,775

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

	Group 2023	<i>Group 2022</i>
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	(467,558)	113,186
Depreciation charges	3,958	2,809
Decrease in debtors	95,226	306,836
Increase/(decrease) in creditors	138,074	(184,760)
Interest payable	13,156	15,758
Tax charge	321	2,062
Total	(216,823)	255,891

24. Analysis of cash and cash equivalents

	Group 2023	<i>Group 2022</i>
	£	£
Cash in hand	66,109	360,351

Notes to the Financial Statements

For the year ended 31 December 2023

25. Analysis of changes in net debt

	At 1 January 2023	Cash flows	At 31 December 2023
	£	£	£
Cash at bank and in hand	360,351	(294,242)	66,109
Debt due within 1 year	(59,820)	-	(59,820)
Debt due after 1 year	(154,536)	59,821	(94,715)
	145,995	(234,421)	(88,426)

26. Operating lease commitments

At 31 December 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Not later than 1 year	-	22,776	-	22,776

27. Related party transactions

The charity received a donation from its subsidiary, Manchester Pride Events Limited of £291,714 (2022: £681,595). At the year end, an amount of £237,001 is due to Manchester Pride Events Limited (2022: £292,879 due from).

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 LGBTQ+ 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.