



# Annual Report

## 2017- 2018

Dumfries & Galloway LGBT Plus is a Scottish Charitable Incorporated Organisation SC045377

## **CONTENTS**

<b>Chair's Foreword</b>	<b>Page 2</b>
<b>Organisation, structure, governance &amp; management</b>	<b>Page 3</b>
<b>Achievements</b>	<b>Page 5</b>
<b>Financial Summary &amp; Reserves Policy</b>	<b>Page 11</b>
<b>Declaration</b>	<b>Page 12</b>

## Chair's Foreword

I took over as Chair from Belle Doyle shortly after last year's AGM and, first of all, I wish to record my grateful thanks to Belle for her hard work in steering D&G LGBT Plus through its early stages. I also want to thank my fellow Trustees on the Board, both past and present, for their support and hard work in overseeing and developing the work of the Charity through this last year.

Of course, none of the work of D&G LGBT Plus would happen without our very dedicated staff, or without our band of willing volunteers, all of whom continue to provide our service across the region. I know that I can speak on behalf of the Board in saying that we are very grateful for the excellent work they do in providing support and befriending, and in facilitating various groups and social events for the LGBT community across Dumfries & Galloway. Our Staff work tirelessly and beyond the call of duty to bring our service to those who need it.

It is a great privilege to be engaged with other Community, Third Sector, and Public organisations in bringing LGBT equality to Dumfries & Galloway. I know from the feedback that we receive that the work of LGBT Plus is highly valued and that it makes a difference to the lives of LGBT people who would otherwise not have support or social contact with other LGBT people.

Finally, our work would not be possible without our funders - who are listed below - and we are very grateful for their support.

David Townsend,

Chair, Dumfries & Galloway LGBT Plus



## Organisation structure, governance and management

Dumfries & Galloway LGBT Plus is a Scottish Charitable Incorporated Organisation which is a legal form unique to Scottish charities and is able to enter into contracts, employ staff, incur debts, own property, sue and be sued. It also provides a high degree of protection against liability. It is governed by a charitable constitution and preceded over by a board of Trustees as elected by its members;

### Current Board Members

Mr. David Townsend; Chair joined 1/11/2016  
Mrs. Pamela Deans; Vice Chair joined 11/12/17  
Mr. Ian Barber; Secretary joined 1/11/2016  
Ms. Ruth Phoenix; Treasurer joined 25/06/17  
Mr. Kevin Dean Trustee joined 26/06/17

### Resigned Board Members in the past year

Dr. Belle Boyle resigned 13/11/17  
Mr. Dyfrig Hywel resigned 16/02/18  
Ms. Alice Polley resigned 11/08/17  
Mr. Edward Watson resigned 25/06/17  
Ms. Stacie Amelia resigned 01/08/17  
Ms. Diane MacLean from 25/06/17 to 28/09/17  
Ms. Lesley Ross from 13/11/17 to 08/01/18  
Mr. Justin Thomas from 26/06/17 to 24/09/17

The constitution sets out the responsibilities and the recruitment of Trustees as well as our charitable purposes and strategic outcomes.

### Charitable Purposes;

Within Dumfries & Galloway and surrounding regions and other rural areas, we will promote equality and diversity, and advance human rights by:

- Supporting LGBT Plus\* adults and older people, their families, friends, supporters and allies to live happier, safer, more active and healthier lives and engage more confidently within their communities.
- working with organisations and communities so they can better support, include and value LGBT Plus adults, older people and families

\*LGBT Plus in this instance refers to individuals who are lesbian, gay, bisexual, pansexual, transgender, queer, intersex, asexual, or otherwise affected by issues of gender identity and/or sexual orientation

## Strategic Outcomes;

Our strategic (and intermediate) outcomes outline the ways in which we hope that our work will impact positively on LGBT Plus adults, older people and families over the next 10 years. With this in mind, and through our ambitious programme of work, we aim that LGBT Plus adults, older people and families will, under the following outcomes;

1. **PERSONAL WELLBEING:** be happier, safer, healthier, more confident, and better able to enact their rights.
2. **SOCIAL WELLBEING:** engage more confidently within their communities, and will be better integrated into the social, leisure and cultural life of Dumfries and Galloway.
3. **VOLUNTEERING, ACTIVISM AND CAPACITY BUILDING:** participate more as active citizens, and will have their voice heard in policy and service development at a local and national level.
4. **INCLUSIVE COMMUNITIES:** be visible across Dumfries and Galloway, and will feel supported, included and valued by organisations and the communities to which they belong.
5. **EFFECTIVE ORGANISATIONS:** be served by an effective, value driven organisation, which demonstrates best practice in all aspects of leadership, management and business support





The main activities we undertake to help us achieve our outcomes include:

- One to one and online support
- Advocacy
- Group work (with transgender people, older people and those with more complex needs)
- Befriending
- Issue based seminars
- Social activities
- Events
- Volunteering
- Activism and representation
- Outreach and awareness raising work (face to face and online)
- Networking
- Training and interagency work
- Ensure effective management, fundraising, HR and admin practices to ensure our charity is run as effectively as possible



### Our Funders

Dumfries & Galloway LGBT Plus would like to thank the following funder for their support in the past year:

Nithsdale Area Committee, Wigtownshire Area Committee, Annandale& Eskdale Area Committee, Stewartry Area Committee, Nithsdale Health & Wellbeing Partnership Day Opportunities Fund, The Health & Social Care Alliance, NHS D&G Health Board Endowment Fund and the Stafford Trust



## Achievements 2017-2018

Delivered 11 LGBT Adult awareness training sessions to 138 people

### Digital Outreach

We have **152** followers on Twitter and have tweeted **654** messages

We have **553** Facebook followers an increase of **22.6%** this year.

*"I feel my LGBT awareness has much improved. I feel much more comfortable and confident to work with LGBT service users"*

*"It opened my eyes to lots of underlying issues I had never before thought about"*

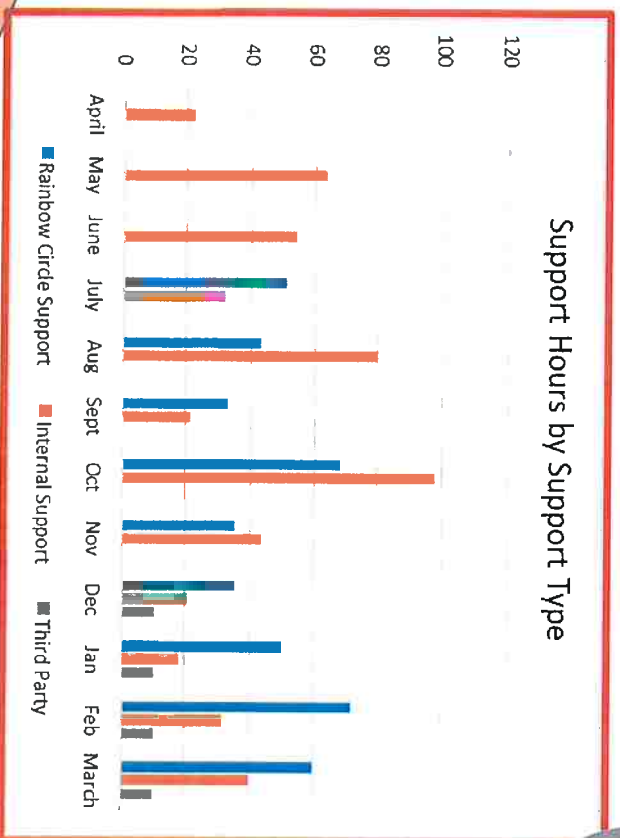
During 2017-2018 staff & volunteers have

We have delivered a comprehensive support service to both those LGBT people affected by long term conditions, their family members and those caring for them. This amounts to 359.65 staff hours and 47 volunteer hours including preparation and travel time. The support is in the form of 1:2:1 on the telephone and face to face, befriending, cognitive behavioral therapy (CBT) and alternative therapy inc. Reiki and creative therapy.

We have delivered a total of 1,011.30 hours of support in the past year.

Rainbow Circle	447 Hours
Internal	524 Hours
External	40 Hours

To date we have supported 77 Individuals on a 121 basis



## Capacity Building & Outreach

Volunteers and staff have attended 8 events including 4 country shows, IDAHO, Cumbria Pride and Day of The Region promoting the service and engaging with **300** members of the public.

## Newsletter

379 Subscribers sign up to our monthly newsletter

## Press Releases

62,682

People have been potentially reached through 7 press releases in covering issues such as suicide, IDAHO, hate crime, Pride in the Community, Health

During 2017-2018 staff & volunteers have

## Equality Impact Assessments

We have participated in 7 impact assessments including D&G councils LOIP, Corporate Plan, Housing as well as undertaking consultation with our members.

## Equality Partnership

We have had 12 partnership meetings

## Partnership Working

We have built links with many organisation's throughout the region: D&G Carers Center, D&G Advocacy Service, Care Training Consortium (CTC), NHS D&G, Headway, Financial Inclusion and Assessment Team (FIAT), CHSS, D&G Health Improvement, Capability Scotland, Police Scotland. SHARP, NHS Drug and Alcohol service partnership, BBV, D&G Sexual Health, D&G Chamber of Commerce, Turning Point Scotland to name but a few. Staff and or volunteer community champions attend strategic meetings. We currently have volunteer champions representing the organisation on the D&G Equality & Diversity board, The ITV Border Equality & Diversity board and SHAP, Risky Behaviours group, D&G carers forum, D&G carers manager's group and D&G Health and Social Care



### Lavender Menace Partnership

Volunteers have run 11 events including films, crafting, film and educational learning events with

**150 people Attending**

### Other Events

Staff and volunteers have run 18 events including film nights, rainbow days, consultations, health awareness events, films, sports, and theater trips with over

**353**

People attending

### Social Lunches/Dinners

Our volunteers have run 40 social meals in across the region with

**377**

people attending

### Regional Drop ins

We have run 27 drop in services in Stranraer, Langholm and Kirkcudbright with

**146**

people attending and receiving peer and one to one support.

During 2017-2018 staff & volunteers have Delivered

### Health Walks

We have run 5 health walks with

**37**

people attending gaining peer support and the health benefits of walking and being outdoors.

### LTC Courses

We have delivered 12 short courses including self-esteem, self-confidence, management of LTCs, stress, First Aid, mindfulness with **71** people attending. We are launching our new course for 2018-19 "Pride in Yerself".

We recently launched a volunteer led LGBT Chaplaincy to support people of all faiths who may need pastoral or spiritual support and are offering a self-defense workshop to give people more confidence in public

### Consultations

We have participated in 3 consultations including Lord Bracadales Hate Crime review, D&G Housing Strategy, L.OIP as well as internal consultations with our members

During 2017-2018 staff & volunteers have

### Steering Group

We have had 4 steering group meetings helping to shape the delivery of the service involving professional and service users

Befrienders have given

**341**

Hours of time befriending others and have driven

**3,574**

miles in doing so

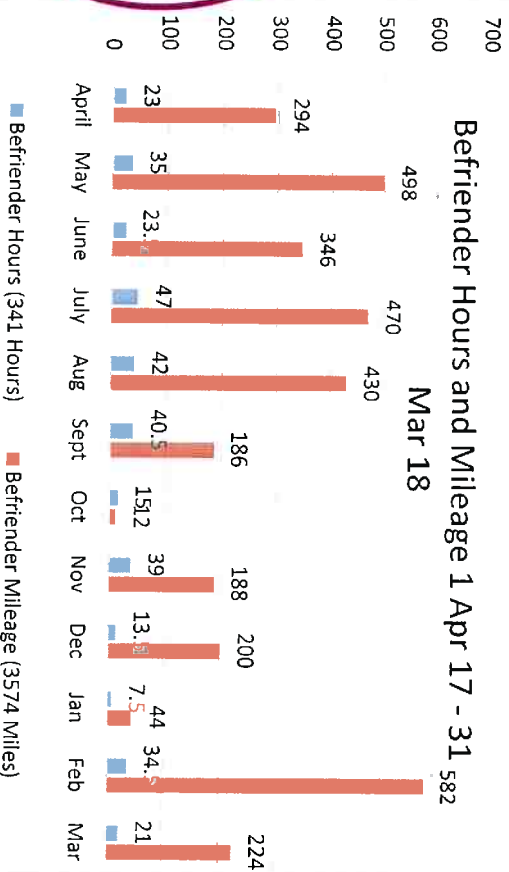
Wspace we have started a new monthly space to allow men people to share. We have run 2 groups with 23 people attending. We are about to launch Wspace



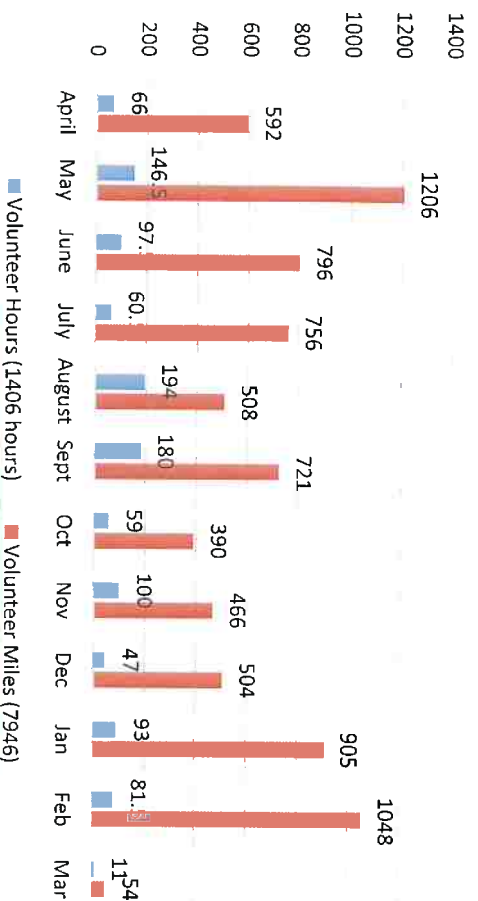
Our volunteer Trustees have given

**1,170**

hours of time to help run the organisations



## Volunteer Hours and Mileage 1 Apl 17 - 31 Mar 18



Volunteers have given **1,406** Hours of time helping others and have driven **7,946**

We have attended 4 meetings of the Scottish government cross party LGBT working group and use this time to emphasize the care and age aspects of the LGBT community face.

During 2017-2018 staff & volunteers have

### Meetings

We have attended more than 30 meetings with agencies across the region highlighting and representing our self-management work

### FAAST

We have had one FAAST peer support group which is for parents, families & friends of Trans people. The 4 members have come from our self-management service as their health had suffered or worsened as a result of the stress their situation can bring. Members can support each other through the peer support model.

*“ just being in a room with parents going through the same felt more positive and not feeling alone any more”* Group Member

### Consultations

We have participated in 3 consultations including Lord Bracadales Hate Crime review, D&G Housing Strategy, LOIP as well as internal consultations with our members

### Respite

Working with the team at DG Carers, we have advocated and supported 3 families living with long term conditions in the completion of the application process and they have been successful in obtaining small grants to have short breaks away from the caring role.

## 3.17 RESERVES POLICY

Dumfries and Galloway LGBT Plus will seek to build reserves the aim of which will be to:

- Allow us to meet our financial obligations for a maximum of 3 months in the case of wind-down and closure (e.g. lease agreements, insurance, staff costs etc.)
- Save for capital expenditure
- Invest in key projects or activities as agreed by the Board

These reserves will only be taken from our unrestricted budget (with agreement by the Board) and will be placed in a high interest savings account until such time as the Board agrees they can be used.

*Financial Statement*  
*All reserves will be applied to achieving our charitable objectives. Donations were received from The Stafford Trust, individuals attending the Freedom Café as well as those donating at our events.*

*We received grants from The Health & Social Care Alliance, Dumfries & Galloway Council Area Committees (Nithsdale, Annandale & Eskdale, Wigtownshire and Stewarty) NHS Dumfries & Galloway Health Board Endowment Fund, and Nithsdale Health integration partnership. In addition to this we also received funding via a tender as part of our D&G Equality Partnership from Dumfries & Galloway Council to engage and represent the LGBT community.*

*We are grateful to all our funders and donors for their support. The work of the staff has been greatly enhanced by a considerable amount of volunteer effort. Without the hard work of the staff and volunteers, we would not be able to provide the amount and range of services and we thank them for their contribution to the organisation".*

*Ruth Phoenix, Treasurer, D&G LGBT Plus*



# DECLARATION

Follow us at [www.lgbtplus.org.uk](http://www.lgbtplus.org.uk) or at our  
Twitter and Facebook pages



@DnGLGBTplus



@DGLGBTplus

## Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	David Townsend	Ian Barber
Position (e.g. Chair)	Chair	Secretary
Date	22 June 2018	22 June 2018