

Oxford Pride 2019 Directors Reports

It has been quite a year for Oxford Pride in many ways and I am honoured to have been a part of it. We started the year in the enviable position of having almost £6,000 in the bank which provides a great base to work from.

Oxford Pride is a community event and this year we reached out to different parts of the city with some great results. Amongst others we had many discussions with faith groups which led to a vigil on World Aids Day, a relationship affirmation service on Pride Day and the brilliant Flagstones for IDAHOBIT which started our festival in such a strong and inclusive manner.

Our launch event on the same evening gave us another chance to show everyone that they were welcome as we covered the scaffolding boards with a variety of flags on one of the busiest crossroads in the city. Both the flags and the flagstones have led to lots of discussions and opportunities for both Oxfordshire residents and visitors to engage with them and to explore what they meant.

We introduced the Pop Up Pride Quiz this year choosing to go to a different pub each month with varying degrees of success and our thanks go to those who followed us to each venue to take part.

After the success of last year and the growth of our event there were some concerns that we would no longer fit in the Castle Quarter and a new location would be essential. Having an event in the city centre with such a highly visible route for the parade is a key part of why Oxford Pride is so special and moving to a field on the outskirts would change the essence of it and so we needed to find a way to make this work.

Following a lot of meetings and discussions with Land Securities who are in charge of both the Castle Quarter and Westgate we were offered the opportunity of using Leiden Square as a second venue.

We decided this would be a good opportunity to offer local talent the chance to perform for both Pride goers and the general public using the shopping centre. Westgate offered to donate the stage, sound equipment and technicians as soon as we suggested it. Putting community stalls in the same area proved to be really successful for the majority of stallholders.

Feedback from this has been very favourable and, whilst not without some teething problems, we should be very proud of our latest addition.

The Festival this year ran for longer than usual as we extended it to launch from IDAHoBIT due to the 50th anniversary of the Stonewall Uprising. We believe it was the most diverse series of events this Pride has ever had. From the flagstones to the comedy, the Harvey Milk documentary, the talks and the symposium we entertained, discussed and informed. We featured our events and those of other LGBTI+ groups within the city; we were in universities, churches, cafes, theatres, museums and even a gym! A mention should also go to Tim Hennessy for continuing to arrange the Festival despite his having moved to London and a new job.

However, this year has had many challenges. We started the year with many core committee positions vacant including that of Treasurer, Fundraising and Sponsorship as well as Marketplace Officer - all fundamentally responsible for bringing in and accounting for the money that puts these events on. Following the one role per person amendment at last years AGM this basically meant that the Chair had to fill all the vacant positions. With a committee that was already below strength in

numbers, the lack of engagement by some of those holding posts was disappointing and it is hoped that next year will see better levels of team work and co-operation.

However, thanks must go to Dale Godden as a new member of the committee who not only attended most events but who booked the acts and ran the community stage with no prior experience and a huge amount of enthusiasm.

In the week before Pride despite many meetings with the council and highways we were told that the road closure at the other end of Paradise Street would NOT be open in time for Pride. This jeopardised the street closure outside the Jolly Farmers /Castle as residents, traders, equipment and emergency services need to be able to get out. After some negotiations, vehicles were allowed to access via Norfolk Street and Paradise Square by driving over a pavement and a tarmac ramp.

Amongst other potential problems the Oxford Union hosted John Bolton (Trumps' security advisor) on 1 June. There was anticipation that this may have led to demonstrators and involved an increased police presence in Oxford on Pride Day.

There was an NHS protest march down Cowley Road that at one point was scheduled to meet our Parade head on in Cornmarket but after negotiations joined the rear of our Parade.

The police followed up on our concerns that anti trans protesters would target us and potentially stop the parade and we were advised that the chances of them joining us were quite high. An emergency committee briefing was held on the eve of Pride to ensure that best practise was followed and that people were aware of the correct responses as agreed with the police. Happily, the threat did not materialise and we all breathed a sigh of relief,

The Pride Bus and Rainbow Fire Truck were great additions to the parade as was the 12 ft Jesus and 7ft dodo, along with all the people who joined us on the day.

There was an incident of two young people having their drinks spiked which led to one of them having to be taken to hospital. Obviously, this sort of behaviour is beyond our control but our security responded by exercising greater vigilance and stopping further drugs from getting on site.

Putting on an event of this size is not an easy task and everyone who was involved volunteered their time and we should all be very proud of our achievements to date. I look forward to watching Oxford Pride continue to grow in the future.

Chair | Debbie Brixey

The year started with approximately £6,000 in the bank and this allows a breathing space and a chance to get small things started such as printing of flyers, labels etc.

We received one grant from the Mid Counties Co-Op of £2,000 which came early in the year. Most of our other money came from sales of advertising in the Pride Guide, sponsorship and markets stalls.

Festival events has raised over a £1,000 from a combination of ticket sales, donations and collection buckets including our beloved dog show which itself raised £225.

Expenditure so far has been £21,500 but we still have a few outstanding invoices including that for replacing electric cables at the Castle Quarter which will now be stored with other Pride materials to avoid them going missing from the venue in the future.

The total of money brought in so far this year so far is £34,406 with some more promised as donations from cocktails and events that were held in support of Oxford Pride – figures as yet unknown but anticipated to be around £200.

Oxford Pride bank account as of today is £12,000. We have three outstanding payments to come in including £5,000 sponsorship from GWR which should be deposited at the end of June. This will leave Oxford Pride in the strongest financial position to date.

Final accounts should be prepared after end of financial year, 31 July 2019.

The 17th annual Oxford Pride saw the largest gathering of LGBTIQ+ people in the county. This was a great testament to many people who have volunteered their time, skills and energy as part of this organisation. Congratulations to the Committee and all who helped along the way. Great appreciation to the Chair for remaining strong under pressure, for building diverse partnerships and for providing substantial reserves for 2020.

There are always challenges with volunteer lead organisations. Despite mentoring efforts and reaching out to welcome others it usually falls to the determination of a few individuals to carry the load of the organisation. This year unfortunately was no exception. That said, it has been an honour to work with many fabulous people. It especially brings great joy to see someone experience the solidarity of Pride for the first time. For them to then be inspired to join the committee ensures that Pride remains relevant; Pride is for the community, by the community.

The Directors privately sponsored our Membership Officer to attend the UK Pride Organisers Network (UKPON) 2018 AGM. This provided an exciting learning opportunity. There are many ways for volunteers to share and grow skills as part of the Network. It is hoped that future committee members continue to benefit from the wealth of experience and resources available via UKPON.

The HoldTight theme was in response to findings from the Governments LGBT Survey, that many people avoid holding hands in public. This also tied in with current politics and this year being the 50th Anniversary of the Stonewall Uprising; Hold tight to what you believe in and to your rights.

The theme also inspired a local LGBT youth group I was working with. The results were a series of photographs they made of two young people holding hands in amongst shoppers in Bicester. These photos were included in the Queer Takeover of Pitt Rivers Museum and Oxford Pride Festival group art exhibition at University Church. One of their photos was also selected as the Pride Guide cover.

When reviewing 2018 it was surprising to discover that, for the first time, a photographer was paid to document Parade Day. Over the years, many professional photographers, including myself, have volunteered our time and provided photos. These photos have been and continue to be published in magazines and newspapers, in print and online, to promote and raise awareness of Oxford Pride.

Since I first photographed Oxford Pride in 2006, I've been dedicated to enhancing the visibility of the LGBTIQ+ community of Oxford. Becoming a part of the organising committee in 2007 then being

elected the first female Chair provided a great opportunity to share my global experience and perspective of Pride. From modest beginnings the Parade and cultural Festival continue to grow alongside the event. Pride enriches diversity within local intersectional communities. I hope this awareness of LGBTIQ+ inclusion is carried from Oxford to other communities around the world.

Oxford Pride was represented this year at EuroPride in Vienna and WorldPride in New York. By donating more of her personal resources, Oxford Pride Chair joined me, in my role as Co-Chair of UKPON, as we proudly marched alongside other Pride organisers. We also attended and volunteered at other Pride events including the third annual UKPride hosted by Pride in Newry, Northern Ireland.

Being part of the founding Board of the UK Pride Organisers Network, and an Oxford Pride committee member consistently for over a decade, has been a rollercoaster of emotions and experiences. Supporting, learning and growing we help empower and inspire each other. Be kind. We are stronger when working together.

Secretary | Mazz Image

At a time when it can feel as though we're living in an increasingly regressive society, it's heartening to see so many people – LGBTIQ+ and allies alike – coming together to celebrate our diverse community in Oxford. We defied those who wish to vilify us for determined vocal support of our Trans friends, made clear that we are inclusive and accepting of all, and marched proudly through the city, creating a wonderful display of colour and sparkle, accompanied by a joyful raising of voices and pounding of drums.

Behind the scenes, the passion, determination, and sheer hard work that went into making, not just the day itself but the entire festival, a success was remarkable. My colleagues on the committee showed an incredible level of commitment in raising the funds and organising the numerous elements that go into making Pride happen. Some basically had full-time charity jobs on top of their actual full-time jobs, and I am acutely aware of the sacrifices made, the long hours worked, and the non-stop activity on the 1st June by committee members supported brilliantly by a crew of fantastic volunteers. They did an amazing job and I'm still not sure how they managed to pull it off (my guess is a team of unicorns with magic powers but when I ask about them, everyone goes very quiet).

The truth is, organising such a big event, unpaid and while juggling the ongoing commitments of work, family and health, can be a thankless task at times. When it all comes together, it's not just magical, it's a relief. That all went without a hitch, that the many spanners in the work didn't wreck the engine, that the vocal minority intent on causing trouble decided to behave themselves, and the haters' voices were so tiny that their hate was rendered silent and invisible, is nothing short of miraculous. Only it wasn't really a miracle; it was, as I've said, determined hard work and sheer refusal to call it quits that made Oxford Pride work. We have a dedicated committee to thank for that and, thanks to careful management of limited funds, the path has been made clear for a wonderful Pride 2020.

Oxford Pride Group Non-Executive Directors | Rosin Moriarty & Mark Whittaker

--ENDS

Registered number: 04662488

Oxford Pride Group Limited

ACCOUNTS
FOR THE YEAR ENDED 31/07/2019

Prepared By:

DBR Accounts Limited
Association of Chartered Certified Accountants
1 Station Court
Station Approach
Wickford
Essex
SS11 7AT

ACCOUNTS
FOR THE YEAR ENDED 31/07/2019

DIRECTORS

Z Ratty
M Image
R Moriarty
M A Whittaker

SECRETARY

M Image

REGISTERED OFFICE

29 Pitts Road
6-8 Stockmore Street
Headlington
Oxfordshire
OX3 8BA

COMPANY DETAILS

Private company limited by shares registered in EW - England and Wales, registered number 04662488

ACCOUNTANTS

DBR Accounts Limited
Association of Chartered Certified Accountants
1 Station Court
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**ACCOUNTS
FOR THE YEAR ENDED 31/07/2019**

CONTENTS

	Page
Directors' Report	3
Accountants' Report	4
Statement Of Comprehensive Income	5
Balance Sheet	6
Notes To The Accounts	7
The following do not form part of the statutory financial statements:	
Trading And Profit And Loss Account	8
Profit And Loss Account Summaries	9

DIRECTORS' REPORT
FOR THE YEAR ENDED 31/07/2019

The directors present their report and accounts for the year ended 31/07/2019

STATEMENT OF DIRECTORS RESPONSIBILITIES

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulation.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 company and of the profit or loss of the company for that period. In preparing these financial statements the directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The report of the directors has been prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the board on 17/07/2020

Z Ratty
Director

**ACCOUNTANTS' REPORT TO THE BOARD OF DIRECTORS ON THE UNAUDITED ACCOUNTS
OF OXFORD PRIDE GROUP LIMITED, FOR THE YEAR ENDED 31/07/2019**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Oxford Pride Group Limited for the year ended 31/07/2019 as set out on pages 5 to 7 from the company's accounting records and from information and explanations you have given us.

As a practising member of the Association of Chartered Certified Accountants, we are subject to its ethical and other professional requirements which are detailed on their website.

This report is made solely to the Board of Directors of Oxford Pride Group Limited, as a body, in accordance with the terms of our engagement letter dated 31/07/2019. Our work has been undertaken solely to prepare for your approval the accounts of Oxford Pride Group Limited and state those matters that we have agreed to state to the Board of Directors of Oxford Pride Group Limited, as a body, in this report, in accordance with the requirements of the Association of Chartered Certified Accountants as detailed on their website. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Oxford Pride Group Limited and its Board of Directors as a body for our work or for this report.

It is your duty to ensure that Oxford Pride Group Limited has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and profitability of Oxford Pride Group Limited. You consider that Oxford Pride Group Limited is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of Oxford Pride Group Limited. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.

DBR Accounts Limited
Association of Chartered Certified Accountants
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**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31/07/2019**

	Notes	2019 £	2018 £
TURNOVER		33,507	25,903
Cost of sales		<u>(18,759)</u>	<u>(19,278)</u>
GROSS PROFIT		14,748	6,625
Administrative expenses		<u>(3,148)</u>	<u>(300)</u>
OPERATING PROFIT		11,600	6,325
PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION		<u>11,600</u>	<u>6,325</u>
PROFIT ON ORDINARY ACTIVITIES AFTER TAXATION		<u><u>11,600</u></u>	<u><u>6,325</u></u>

BALANCE SHEET AT 31/07/2019

	Notes	2019 £	2018 £
CURRENT ASSETS			
Cash at bank and in hand		17,943	6,195
		<u>17,943</u>	<u>6,195</u>
CREDITORS: Amounts falling due within one year	4	<u>523</u>	<u>375</u>
NET CURRENT ASSETS		<u>17,420</u>	<u>5,820</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>17,420</u>	<u>5,820</u>
CAPITAL AND RESERVES			
Profit and loss account		17,420	5,820
SHAREHOLDERS' FUNDS		<u>17,420</u>	<u>5,820</u>

For the year ending 31/07/2019 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board on 17/07/2020 and signed on their behalf by

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Z Ratty
Director

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/07/2019**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 section 1A - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 .

1b. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

2. EMPLOYEES

	2019	2018
	No.	No.
Average number of employees	-	-

3. TAX ON ORDINARY ACTIVITIES

	2019	2018
	£	£

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
	£	£
Accruals	523	300
Deferred income	-	75
	<u>523</u>	<u>375</u>

**TRADING AND PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31/07/2019**

	2019	2018
	£	£
Turnover	33,507	25,903
Cost of Sales:		
Purchases	<u>18,759</u>	<u>19,278</u>
	<u>18,759</u>	<u>19,278</u>
	18,759	19,278
Gross Profit	<u>14,748</u>	<u>6,625</u>
	14,748	6,625
Less:		
Administrative expenses	<u>3,148</u>	<u>300</u>
	3,148	300
Net profit for the year before taxation	<u>11,600</u>	<u>6,325</u>
Net profit for the year after taxation	11,600	6,325
Retained profits / (losses) brought forward	<u>5,820</u>	<u>(505)</u>
Retained profits carried forward	<u><u>17,420</u></u>	<u><u>5,820</u></u>

This page does not form part of the Company's Statutory Accounts and is prepared for the information of the Directors only.

**PROFIT AND LOSS ACCOUNT SUMMARIES
FOR THE YEAR ENDED 31/07/2019**

	2019	2018
	£	£
Cost of sales - purchases:		
Event expenditure	<u>18,759</u>	<u>19,278</u>
	<u>18,759</u>	<u>19,278</u>
Administrative Expenses:		
Insurance	1,983	-
Accountancy fees	540	300
Postage, Printing & Delivery	411	-
Subscriptions	161	-
Sundry administration expenses	<u>53</u>	<u>-</u>
	<u>3,148</u>	<u>300</u>

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