

Annual Return (AR30) form

Society Name:Stonewall Housing Association LimitedSociety Num:24277 R

An Annual Return must be completed by all societies registered under the Co-operative and Community Benefit Societies Act 2014 ('the Act') (including any societies previously registered under the Industrial and Provident Societies Act 1965)or the Co-operative and Community Benefit Societies Act (Northern Ireland) 1969 ('the Act') (including any societies previously registered under the Industrial and Provident Societies Act 1969). The Annual Return must include:

- this form;
- a set of the society's accounts; and
- where required, an audit report or report on the accounts.

A society must submit the Annual Return within 7 months of the end of the society's financial year. Failure to submit on time is a prosecutable offence.

Please note that this form, including any details provided on the form, will be made available to the public through the Mutuals Public Register: <u>https://mutuals.fca.org.uk</u>. Our privacy notice explains how and why we use personal data: <u>https://www.fca.org.uk/privacy</u>.

For guidance on our registration function for societies, which includes guidance on the requirement to submit an Annual Return, please see here: <u>https://www.handbook.fca.org.uk/handbook/RFCCBS</u>

2.1 What date did the financial year covered by these accounts end?

31/03/2023

3.1 Please provide the names of the people who were directors of the society during the financial year this return covers.

Some societies use the term 'committee member' or 'trustee' instead of 'director'. For ease of reference, we use 'director' throughout this form.

Name of Director	Month of Birth	Year of Birth	
Helen Randall	Мау	1962	
David Marsden	Jan	1986	
Mark Beale	Dec	1958	

James Berrington	Nov	1964
Dipti Mouj	Dec	1970
Benjamin Peters	Dec	1984
Rusi Jaspal	Oct	1984

3.2 All directors must be 16 or older. Please confirm this is this case:

✓ All directors are aged 16 or over

3.3 Societies are within the scope of the Company Director Disqualification Act 1986 (CDDA). Please confirm that no director is disqualified under that Act:

[™] No director is disqualified

3.4 Please state any close links which any of the directors has with any society, company or authority.

'Close links' includes any directorships or senior positions held by directors of the society in other organisations.

James Berrington - None Mark Beale - Mark is the Treasurer for Stonewall Housing Charitable Foundation which is a subsidiary of Stonewall Housing Association David Marsden - David is employed in a senior HR role by Lloyds Banking Group, no conflict

3.5 Please provide the name of the person who was secretary at the end of the financial year this return covers.

Societies must have a secretary

Name of Secretary	Month of Birth	Year of Birth
Steven McIntyre	Apr	1976

4.1 Please confirm that:

 $\overline{}$ accounts are being submitted with this form

 $\overline{}$ the accounts comply with relevant statutory and accounting requirements

 $\overline{}$ the accounts are signed by two members and the secretary (3 signatures in total)

4.2 Based on the accounts, please provide the information requested below for the financial year covered by this return.

Number of members	7
Turnover	972904
Assets	484294
Number of Employees	19
Share Capital	7
Highest rate of interest	0
paid on shares	

4.3 What Standard Industrial Classification code best describes the society's main business?

Where more than one code applies, please select the code that you feel best describes the society's main business activity. You will find a full list of codes <u>here</u>

SIC Code

Other accommodation (55900)

*

Societies are required to appoint an auditor to audited unless they are small or have disapplied this requirement. For further guidance see chapter 7 of our guidance: https://www.fca.org.uk/publication/finalised-guidance/fg15-12.pdf

5.1 Please select the audit option the society has complied with:

- Full Professional Audit
- [°] Auditor's report on the accounts
- ^C Lay Audit
- $^{\circ}$ No audit

5.2 Please confirm the audit option used by the society is compliant with the society's own rules and the Act

[▼] We have complied with the audit requirements

5.3 Please confirm any audit report (where required) is being submitted with this Annual Return

• Yes

[°] Not applicable

5.4 Is this society accepted by HM Revenue and Customs (HMRC) as a charity for tax purposes?

• Yes

○ No

5.5 If the society is registered with the Office of the Scottish Charity Regulator (OSCR) please provide your OSCR registration number.

^C Registered

Not applicable

5.6 Is the society a housing association?

[⊙] No

° Yes

6.1 Is the society a subsidiary of another society?

[©] Yes

⊙ No

6.2 Does the society have one or more subsidiaries?

(As defined in sections 100 and 101 of the Act)

• Yes

○ No

6.3 If the society has subsidiaries, please provide the names of them below

(or attach an additional sheet)

Reg Number Name

1187437	Stonewall Housing Charitable Foundation
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6.4 Please provide below (or on a separate sheet) the names of subsidiaries not dealt with in group accounts (if any) and reasons for exclusions:

(the society must have written authority from us to exclude a subsidiary from group accounts)

Reg Number	Name	Reason for Exclusion
1187437	Stonewall Housing Charitab	Group income is reflected in accounts. Stonewall Housing Charitable Foundation will also submit accounts to the Charity Commission.

All societies are registered meeting one of two conditions for registration. These are that the society is either:

- a bona fide co-operative society ('co-operative society'); or
- are conducting business for the benefit of the community ('community benefit society').

You must answer the questions set out in in the next section of this form, depending on which condition for registration you meet.

If you are not sure which condition for registration applies to the society please see chapters 4 and 5 of our guidance <u>here</u>.

- 7.1 Condition for Registration
- [°] Co-operative society
- Community Benefits society

Community benefit societies must answer the following questions in relation to the financial year covered by this return.

7B.1 What is the business of the society?

For example, did you provide social housing, run an amateur sports club etc.

HOUSING ADVICE, ADVOCACY AND SUPPORTED HOUSING FOR LESBIAN, GAY, BISEXUAL AND TRANS PEOPLE

7B.2 Please describe the benefits to the community the society delivered?

Here we are looking to see what the benefits to the community were. Community can be said to be the community at large. For example, did you relieve poverty or homelessness through the provision of social housing.

As a small, specialist organisation, our mission is to work to ensure lesbian, gay, bisexual and trans people

and communities live in safer homes, free from fear, and where they can celebrate their identity and

support each other to achieve our full potential.

7B.3 Please describe how the society's business delivered these benefits?

The business of the society must be conducted for the benefit of the community. Please describe how the society's business (as described in answer to question 7B.1) provided benefit to the community.

Stonewall Housing is the only housing organisation providing advice and support specifically for lesbian,

gay, bisexual and trans (LGBT+) people of all ages. Stonewall Housing offers legal housing advice,

advocacy and supported accommodation, as well as training and consultancy to other housing

7B.4 Did the society work with a specific community, and if so, please describe it here?

For instance, were the society's activities confined to a specific location; or to a specific group of people? Please note that in serving the needs of any defined community, the society should not inhibit the benefit to the community at large.

LESBIAN, GAY, BISEXUAL AND TRANS PEOPLE IN HOUSING NEED

7B.5 What did the society do with any surplus or profit?

For instance, did you pay a dividend to members (and if so, on what basis); did money get reinvested in the business; put into reserves; used for some other purpose?

UNRESTRICTED SURPLUS INVESTED INTO FREE RESERVES, AS PER RESERVES POLICY AND RESTRICTED SURPLUS CARRIED FORWARD TO BE USED FOR PURPOSE RECEIVED 7B.6 Please state any significant commercial arrangements that the society has, or had, with any other organisation that could create, or be perceived as creating, a conflict of interest.

Please tell us how you ensured that any such conflict of interest did not prevent the society from acting for the benefit of the community.

NONE

Registered number: IP24277R

Stonewall Housing Association Limited

Report and financial statements For the year ended 31 March 2023



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Reference and administrative information

For the year ended 3	31 March 2023	
Registered number	IP24277R	
Registered office and operational address	8 Coppergate House 10 Whites Row LONDON, E1 7NF	
Trustees	Trustees, who served durin as follows:	ng the year and up to the date of this report were
	Helen Randall David Marsden Mark Beale James Berrington Dipti Mou Benjamin Peters Rusi Jaspal	Chair Vice Chair Treasurer Trustee Trustee (appointed May 2022) Trustee (appointed May 2022) Trustee (resigned September 2023)
Key management Personnel	Steven McIntyre Claire Linacre-Hilton John Stubbs	Chief Executive Officer Director of Development Services Manager
Bankers	Unity Trust Bank Plc Nine Brindleyplace BIRMINGHAM, B1 2HB	
Auditor	Sayer Vincent LLP Chartered Accountants and Invicta House, 108–114 Go LONDON, EC1Y 0TL	-

Trustees' annual report

For the year ended 31 March 2023

The Board presents its report and the audited financial statements for the year ended 31 March 2023.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the rules of the association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

INTRODUCTION

The last financial year has been a significant period of development for Stonewall Housing as we completed the third and final year of our previous Organisational Strategy. We are celebrating the appointment of three new trustees to the board, bringing expertise in terms of Safeguarding, Communications and Partnership Working. With the increased governance team in place a full review of the Organisational Vision, Mission and Values was completed which in turn led to our new strategic plan for 2023 – 2026, both of which are presented in this report.

These refreshed governance structures have set the stage for our continued focus on Organisational Strength, ensuring that each of the functions in the organisation has clear objectives, quality assurance frameworks and measurable outputs and outcomes in order to track our success.

Operations continue to go from strength to strength and in this financial year a new service was launched specifically to support LGBTQ+ people who have experienced domestic abuse, helping them in their journey towards recovery and to ensure they have safe accommodation from which to re-start their lives.

In addition, working in partnership with a corporate supporter, we have been able to secure two years' funding in order to take our Advice and Advocacy service to a new cohort of beneficiaries, outside of London where we will test the level of need and benefits of having advocates embedded in the community.

This approach of testing the level of need proved extremely helpful this year as we joined forces with Switchboard in Brighton and Hove and The Outside Project to deliver Advice and Advocacy services at a cold weather shelter for LGBTQ+ people in the city for a period of 12 weeks. This pilot not only gave beneficiaries much needed respite during the winter months but has confirmed the need for LGBTQ+ specific resource leading to a new Stonewall Housing drop in service.

During the year we have expanded our referral pathways, creating new partnerships with other support organisations and providing our service users with a new freephone number and live chat function, recognising that not everyone wants to access support in the same way. This has led to a significant increase in the number of people we are able to support from 1200 in 2020 – 21 to more than 2400 in this financial year.

For the year ended 31 March 2023

Income Generation is key to the success of an organisation and towards the end of the last financial year a full restructure of these functions has taken place with the introduction of a new Director of Development role, overseeing all income generation and leading a team of 5 permanent employees and associate trainers. As a result of this re-structure a full review of the income generation strategy has been completed. Please note this restructure was not reflected in the staff costs / staff number figures in the accounts.

During the restructure we were able to maintain levels of fundraised income, however it was particularly challenging for the Training and Consultancy function and we have seen a significant decrease in terms of income generation in this pathway. The new structure is now in place and a significant contract has been secured for the new financial year increasing confidence in the future of this function.

Partnership working continues to be key to Stonewall Housing and we are proud to have created new partnership opportunities whilst maintaining relationships with our trusted colleagues across the sector. We draw strength from each of our partners and their areas of expertise to ensure LGBTQ+ people have access to critical, sometimes life-saving services.

The feedback we receive from our beneficiaries, training customers and partners is a testament to the dedication and hard work of all staff and volunteers in the organisation and we thank them sincerely for the efforts they take every day to support our beneficiaries on their journey to independence.

The future for Stonewall Housing is secure, with funding agreements in place until 31 March 2026, however we know we will continue to face challenges in the new financial year and beyond as we work with partners across the Housing and Homelessness and LGBTQ+ sectors to increase our reach and ensure that as many LGBTQ+ people as possible are able to find a safe, secure home.

For the year ended 31 March 2023

OUR VISION

Stonewall Housing is the only housing association providing advice and support specifically for lesbian, gay, bi and trans (LGBTQ+) people of all ages.

Stonewall Housing offers legal housing advice, advocacy and supported accommodation and the need for our services remains strong. Some mainstream housing agencies can and do address lesbian, gay, bi and trans (LGBTQ+) issues, but many do not, and LGBTQ+ clients often feel safer approaching our organisation which was set up by and run for our own communities.

Stonewall Housing is grounded in grassroots activism, anti-discrimination, inclusion and equality. Everything we do is about making sure LGBTQ+ people are afforded their basic human right to be housed in safe accommodation where they can live authentically and free from fear.

This organisation was founded in 1983 by a group of Housing Workers who could see the inequalities their LGBTQ+ communities were facing and they were determined to do something about it. Our work today continues their legacy to build a better, more inclusive world.

Our work is complex, but our vision is simple:

EVERY LGBTQ+ PERSON CAN ACCESS SAFE HOUSING

OUR MISSION, AIMS AND OBJECTIVES

Our mission is to provide LGBTQ+ people of all ages who are homeless or at risk of homelessness with support, advice and advocacy. We will not stop until all LGBTQ+ people have a safe place to call home.

The trustees review the aims, objectives and activities of the charitable organisation each year. This report looks at what the charitable organisation has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charitable organisation has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charitable organisation's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charitable organisation's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

OUR VALUES

Stonewall Housing exists to work with and for LGBTQ+ people to access pathways to safe housing. Our values apply to everything we do at Stonewall Housing.

For the year ended 31 March 2023

We are LGBTQ+ informed

We are a "by and for" organisation and we understand the multiple and intersectional forms of discrimination, stigma and marginalisation LGBTQ+ people face. We see and understand housing and homelessness issues through an LGBTQ+ lens.

We are tenacious

We are determined to make a real and lasting difference for LGBTQ+ people across the UK. We are persistent and we will continue to work towards our mission to overcome obstacles or setbacks we experience along the way.

We are empowering

We understand that our service users are experts in their own lives and our role is to use our collective expertise to help them navigate their housing and homelessness issues. Everything we do is focussed on promoting independence and building capacity for self-determination.

We are collaborative

We believe that working in partnership is vital to delivering our vision. We will bring together skills, knowledge and resources whilst respecting and celebrating individual strengths and differences to enable us to realise our objectives. We particularly welcome collaborations with LGBTQ+ communities and those with lived experience of homelessness.

We are inclusive

We are committed to recognising, valuing and including people who belong to multiple marginalised or underrepresented groups. We understand that discrimination and privilege are shaped by the intersection of multiple identities. We are anti-discriminatory, anti-oppressive and anti-racist and will not tolerate any form of abuse.

PUBLIC / COMMUNITY BENEFIT

Stonewall Housing was set up in 1983 to deliver supported housing services for people in need, specifically for the lesbian, gay, bi and transgender communities, and to give advice to others on such matters. The organisation's achievements, performance and future plans demonstrate the benefits to the public and our communities and how these relate to our aims.

Stonewall Housing aims to be adaptable in order to meet our communities' needs. In 2022 / 2023 the organisation continued to work in partnership throughout the sector, delivering jointly with our formal partners; Galop, Shelter, New Horizon Youth Centre, Praxis, Thames Reach as well as many informal partners to deliver more services for LGBTQ+ people who are victims of domestic abuse and LGBTQ+ rough sleepers to deliver advice, advocacy, emergency shelter and community spaces to meet their emotional, physical and social needs as well as provide a roof over their head.

For the year ended 31 March 2023

ACHIEVEMENTS AND PERFORMANCE

Operations

Stonewall Housing has seen an increase in the overall number of people who need our help with 2390 people accessing our services in the financial year. Of these, 80% accessed one of our advice and advocacy services, 9% our Domestic Abuse Resettlement Service (see below) and 8 people benefitted from our supported accommodation.

Advice and Advocacy Services

Our Advice and Advocacy Team provides specialist housing advice, support and advocacy to LGBTQ+ communities through a helpline and online support which is open every weekday. In addition Stonewall Housing runs a variety of drop in sessions both in London and Brighton.

A new service was launched in the financial year aimed specifically at LGBTQ+ people in our communities who have experienced domestic abuse. This service provides advice and advocacy and bespoke resettlement support. This was funded by MOPAC in London (Mayor's Office for Policing and Crime) for an initial period of 13 months and at the time of writing the contract has been extended for a further 12 months.

Stonewall Housing's Advice Service continues to excel at advocating for members of our communities in housing crisis and we have maintained our Advice Quality Standard for Housing and General Casework. The Advice Service benefits from practitioners with specialist expertise in Mental Health and Domestic Abuse, two of the key risks associated with LGBTQ+ homelessness.

Key demographics from the year.

- 24% of people accessing Stonewall Housing services are 25 and under, with the majority of service users 43% aged 26 49 and 11% aged 50 and over.
- 38% of all our service users identify as BAME.
- 44% identify as having a disability and 27% describe themselves as having a mental health related disability.
- 23% of our service users identify as trans, non-binary, gender queer or gender variant.
- 23% of our service users have experienced domestic violence and abuse.

Supported Accommodation Services

Stonewall Housing works in partnership with L&Q Housing to deliver a six-bed supported accommodation project, commissioned by the London Borough of Newham. Funding for this service has been confirmed for a further 3 years with a plan in place to transfer building management to a new partner, Peter Bedford Housing.

Trustees' annual report

For the year ended 31 March 2023

Service User Feedback

"I would definitely recommend Stonewall Housing to other people and have already done so!".

"it was very important to me that my housing advisor was LGBTQ+ because I felt I could talk freely and I did!".

"The help was nothing short of excellent".

"To my advocate, thank you for being supportive and understanding in what was initially a very stressful situation".

"I found my housing advisory to be extremely knowledgeable and helpful even when things got tough. I could not do a Teams meeting because of my disabilities so had to have a face to face meeting with my local council. They put themselves out to accommodate this situation and came to the Council offices in Hammersmith. I now have lovely and suitable accommodation with a Housing Association that is very LGBTQ+ friendly and disability aware and I do not believe this could have been achieved without my advocate's intervention so thank you Stonewall Housing".

Income Generation

Income Generation is key to the success of a charitable organisation and during the last financial year a full restructure of these functions has taken place with the introduction of a new Director of Development role, overseeing Fundraising, Training and Consultancy and the associated Communications with a team of 5 permanent employees and additional associate trainers.

Fundraising

We have been able to maintain financial performance throughout this restructure, the details of which are provided below, however the real success of the fundraising function has been in the partnerships and collaborations secured during the financial year.

A significant partnership for the organisation is with Portobello Brewery who co-created a pale ale with Stonewall Housing beneficiaries and donate a proportion of the proceeds each month. This partnership has raised a significant amount of income for the organisation and also contributes to the raising of our profile.

The Big Queer Poetry Show was a key fundraising event for the organisation which showcased LGBTQ+ artists, raised significant funds, introduced us to two new champions and was such a success that it will be repeated in the new financial year.

Stonewall Housing was the charity partner for Trans in the City during the financial year, benefitting from a global platform as well as a significant donation. Similarly, we were also charity partner for Body Movements, an LGBTQ+ festival which both raised funds and introduced us to a new audience.

For the year ended 31 March 2023

Our Pride Partnership this year was Monzo bank who not only provided support, funding and volunteers to help ensure we had a presence throughout the UK at Prides, but also created a direct donation pathway for their customers, an ongoing partnership that continues to support our work.

Stonewall Housing had a place in the London Marathon for the first time this year and was delighted to have been supported by "Allie the Ally" who ran her first marathon whilst raising funds for the organisation.

Finally, the fundraising function was successful in securing funding from Bank of America to employ a volunteer co-ordinator who in turn is working with partners throughout the UK to deliver meaningful volunteering opportunities that further our work. One example is our partnership with Jacobs who are providing a team of volunteers to resource our service user feedback processes, increasing the rate of return and helping us better serve our beneficiaries.

Training and Consultancy

Stonewall Housing was successful in securing the partnership with HouseProud to deliver their LGBTQ+ Pledge Scheme. This is a significant referral pathway to our Training and Consultancy services and we are excited to partner with HouseProud to further our shared mission of providing safe and inclusive housing for the LGBTQ+ community.

Despite this success, the restructure has been particularly challenging for the Training and Consultancy function and this has led to a reduction in the number of people who have attended our training and the amount of associated income.

Despite these challenges, customer feedback continues to be extremely positive with 96% of those we trained over the year saying that they found the training to be excellent.

"The session was very informative but also encouraging and challenging in proportion so very well rounded. The trainer was excellent – knowledgeable as well as thoughtful – and really made us feel at ease".

"It will help us adapt our approach and expand our services for LGBTQ+ clients".

"Thought provoking and insightful and allows me to ensure I use the right language to make a person feel welcome and safe when I engage with them".

"Thanks again for the training, it has certainly made us think".

"Content and delivery was appropriate, light touch and informative".

The new structure is now in place, our Training lead is in post and we have also secured a significant contract for the new financial year, increasing confidence in the future of this function.

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Stonewall Housing Services and Partnerships

STAR Project

Funded by London Councils until 31 March 2026, Sustaining Tenancies Accommodation & Resettlement (STAR) project led by Shelter and delivered in partnership with Stonewall Housing, Praxis and Thames Reach. It operates across the capital to help people sleeping rough or in danger of becoming homeless. The project is aimed at people aged 25+ (younger people can access our Jigsaw service below). Through STAR, service users are able to access training and employment, and improve their physical and mental health. Specialist support is provided by mental health practitioners. Stonewall Housing provide the specialist advice and accommodation for LGBTQ+ people affected by homelessness. Shelter deliver housing advice, St Mungo's help people to access housing in the private rented sector and Thames Reach, deliver services to rough sleepers. https://www.youtube.com/watch?v=mT4Q-

Z9yKnM&list=PLrybnVaUKJhDptYtJlckbIfN77mXMyIQT&index=1

Jigsaw (part of London Youth Gateway)

The Youth Network, known as Jigsaw, is part of a wider London Councils funded project, the London Youth Gateway, which is led by New Horizons Youth Centre and includes partners, Shelter and De Paul UK. Funding has been secured until 31 March 2026. Stonewall Housing leads the Jigsaw partnership, which also includes AKT and Galop. Together, these organisations aim to provide a network of services for young lesbian, gay, bi and transgender people at risk of becoming homeless, which includes domestic abuse and mental health advocacy. www.londonyouthgateway.org.uk

LGBTQ+ Domestic Abuse Partnership

Stonewall Housing is part of the Domestic Abuse Partnership which is led by Galop with partner London Friend. Funding has been secured until 31 March 2026 from London Councils. Together we provide a network of services for LGBTQ+ people who are victims of domestic abuse. www.lgbtdap.org.uk

Over 50's Service

Stonewall Housing has been granted funding from Trust for London to provide specific housing advice, advocacy and support to LGBTQ+ people who are over the age of 50. The service has been funded until 31 October 2024 and has proved successful in helping us target this demographic.

Domestic Abuse Resettlement Service

This is a new service for Stonewall Housing, commissioned by the London Mayor's Office for the 2022 – 2023 financial year. The team deliver specific housing advice and advocacy and resettlement support to LGBTQ+ people who are living in safe accommodation. The service aims to work with 99 people in the new financial year.

Brighton and Hove Cold Weather Shelter

Stonewall Housing joined forces with Switchboard in Brighton and Hove and The Outside Project to deliver a 12-week cold weather Shelter which both provided much needed respite to LGBTQ+

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people in the city and confirmed the level of need in the area, leading to a regular Stonewall Housing drop in service.

The House of Stonewall

The House of Stonewall was established in 2019, bringing together our ambassadors and champions with a view to raising awareness of the organisation, increasing service user engagement and satisfaction and increasing opportunities for fundraising. Each of the founding ambassadors (service users and alumni) are experts by experience having been homeless as a result of their identity and have received training in public speaking and community action meaning they were able to represent these issues to key agencies, housing providers and political decision makers.

Our champions are those who join the House of Stonewall because they believe in our mission, they want to use their influence to raise the profile of our organisation and help raise vital funds so we can continue our work. The board would like to express our gratitude to both our champions and ambassadors for everything they do for the organisation.

Research and Development

Stonewall Housing is a member of the National LGB&T Partnership, which is funded by the Department of Health, NHS England and Public Health England to reduce health inequalities and challenge homophobia, biphobia and transphobia within public services. We work with other alliance partners, such as the Homeless Link and Friends, Gypsies and Travellers, to improve health and care services for LGBTQ+ communities. www.nationallgbtpartnership.org

Influence

We use our experience, expertise and position in our communities to advocate for and influence housing policy and investment. Our CEO, Steven McIntyre, is engaged with the All-Party Parliamentary Groups for Ending Homelessness and LGBT+ issues and Stonewall Housing are members of the Chartered Institute of Housing and National Housing Federation.

Stonewall Housing continues to share its expertise through media outlets such as The Guardian, Inside Housing, Housing 24, The Big Issue and at events arranged with partners, such as National Housing Federation, Chartered Institute of Housing, National LGB&T Partnership, Homeless Link and HouseProud, the network of LGBTQ+ social housing staff.

ORGANISATIONAL STRATEGY

This was the final year of Stonewall Housing's 2020 Organisational Strategy which, having confirmed that there are many more LGBTQ+ people who need our help than we currently work with set the strategic objective to Achieve Moderate Growth whilst Strengthening the Organisation.

Strengthen the Organisation

Stonewall Housing is in a much stronger position than it was at the start of the financial year. Our reserves have increased significantly, there are 3 new Trustees in position strengthening our governance structures and helping us look to the future, a full review of our Vision, Mission and

For the year ended 31 March 2023

Values has been completed, three of our training courses have received accreditation and we have introduced new staff benefits. Stonewall Housing is now registered with the Fundraising Regulator and a new supporter care journey and processes have been introduced.

Achieve Moderate Growth

There have been a number of significant developments in the organisation over the last 36 months; funding for key projects has been secured until 2026, new funding has been received allowing us to launch a new project and towards the end of the financial year fundraising was transformed. Most importantly, however, is that we are now reaching more LGBTQ+ people with our services than ever before.

Future Plans

The Board has carried out an in-depth strategic review and developed a new set of strategic aims and objectives that fit the current social, financial and economic environment. The plan is to build on the delivery of the previous strategy three new strategic aims have been agreed, each of them seeking to ensure that Stonewall Housing is able to reach more LGBTQ+ people who are homeless or at risk of homelessness.

Growth

To expand our services and increase our accessibility to reach all LGBTQ+ people in housing need.

Influence

To use our influence to ensure LGBTQ+ people can access safe housing.

Excellence

To be an excellent employer, partner and deliver outstanding services.

1. ADVICE AND ADVOCACY:

Our Advice and Advocacy services are funded through commissions with London Councils in partnership with Shelter, New Horizon Youth Centre and Galop and have secure funding until 31 March 2026. Our over 50's service is funded until November 2024. We have recently secured funding for two years to deliver Advice and Advocacy services in Birmingham and will launch this service in 2023–24.

Additionally, in the new financial year we will explore and develop new Advice and Advocacy Services both in and outside of London and seek to develop new partnerships with LGBTQ+ and mainstream organisations working in the sector.

2. ACCOMMODATION-BASED SUPPORT:

The organisation needs to reflect on the current model of delivery within supported accommodation services and develop a plan to ensure more LGBTQ+ people can benefit from our

For the year ended 31 March 2023

bespoke, specific support. We will work with housing associations, housing providers and local authorities to develop our model of delivery, ensuring sustainability for the future.

We will focus on ensuring operational excellence within our Domestic Abuse Resettlement Service, working in partnership with LGBTQ+ and mainstream organisations to ensure all queer people in London who have experienced domestic abuse have access to this essential service. We will continue to work with our funders at MOPAC to develop the service and secure ongoing funding.

3. FUNDRAISING:

We have set an ambitious target for fundraising income for the financial year and will continue to invest in our fundraising function, ensuring we have the capacity to make best use of opportunities throughout the sector. We will further explore commercial partnerships and reinvigorate the House of Stonewall as a vehicle for generating unrestricted income.

4. TRAINING AND CONSULTANCY:

We will aim to increase income from our Training function, making best use of the new delivery model, e-Learning tool and promoting the Inclusion Standard and HouseProud Pledge throughout local authorities, housing associations and charities. We will ensure that Additional resource will be brought into the function by employing associate trainers to deliver new contractual and spot purchase business as it is acquired.

5. INFLUENCE:

We will continue to make best use of our partnerships and our representation on various boards to increase awareness of the specific housing and support issues experienced by LGBTQ+ people and how these relate to the health and care priorities that local authorities and national bodies are tasked to address. In particular we will use our work with different cohorts to identify emerging themes which will inform our campaigns and research opportunities. We will develop a proactive communications strategy to raise the profile of the organisation to attract more support for our work through improved online and community presence, ensuring the organisation is well resourced to do so.

6. RESOURCES:

We will continue to work to increase the organisation's free reserves to ensure the future viability of the organisation by attracting a range of income streams, such as individual donors and corporate sponsorships. We continue to review our staff terms and conditions and our office running costs to ensure we continue to offer value for money services, collaborating with other LGBTQ+ and housing organisations, if practicable. We will invest in our IT and office systems to ensure staff have the tools necessary to carry out their roles and engage with each other and our communities more effectively. We will target the use of volunteers within the organisation.

7. GOVERNANCE:

Stonewall Housing was delighted to be registered with the Charity Commission in January 2020 through a new CIO, Stonewall Housing Charitable Foundation. The review of our governance and charitable status is now complete, to ensure compliance with relevant charity legislation and so

For the year ended 31 March 2023

that the organisation has robust and accountable strategic and financial systems. A skills and diversity audit of our board was completed in June 2020 and as a result we have recruited three additional trustees who joined in May 2022.

8. INCLUSION:

38% of Stonewall Housing's service users are from black, Asian and ethnic minorities. 23% identify as trans, non-binary and gender queer. 44% identify as having a disability, 27% have a mental health disability. 23% of our services users have experienced domestic abuse.

We acknowledge that it is not possible for us to fully match our service users in terms of representation, however, Stonewall Housing is committed to ensuring Trustees, staff and volunteers are as diverse as possible to ensure our services are accessible to all our communities and that we are representative of those we serve.

Financial Review

Actual income to 31 March 2022 was £972,904 whilst expenditure was £892,212 meaning the organisation ended the year with a surplus of £80,692. Total funds, excluding share capital, have increased from £401,436 as at 31 March 2022 to £482,127. This is mainly as a result of an increase in unrestricted income and new project funding into the organisation. Unrestricted funds have increased from £385,613 to £401,436.

In the first months of the 2023 – 2024 financial year the organisation has secured £100k of unrestricted income through fundraising and training and consultancy, renewed funding from City Bridge Trust for a period of 3 years, employed a Volunteer Co-ordinator, created a new Mental Health service in Islington and launched our Advice and Advocacy services in Birmingham.

The Chief Executive and Trustees regularly review expenditure and income against the annual budget and cashflow forecasts, reducing costs accordingly to ensure the organisation remains a going concern.

Principal Funding Sources

Stonewall Housing's main sources of funding were:

- London Councils (through partnerships with Shelter, New Horizon Youth Centre and Galop)
- Grants from the London Boroughs of Newham
- Training and consultancy
- Fundraising

Fundraising

During the financial year Stonewall Housing has completely restructured our fundraising and income generation resource, creating the role of Director of Development who oversees a team of

For the year ended 31 March 2023

5 permanent employees across the functions in addition to a number of associate trainers. This focus has allowed us to better integrate all aspects of income generation and has created specific resource for Grants and Foundations fundraising. During the year the Fundraising Strategy was renewed providing focus in five key areas: Corporate Giving, Individual Giving, Community Events, Grants and Foundations and Legacies.

In the financial year a total of £198,809 was raised through donations with Corporate Giving and individual giving being the two best performing areas.

During the year Stonewall Housing became registered with the Fundraising Regulator and is committed to and fully participates in the fundraising regulations for the UK and is compliant with all codes. No incidents of non-compliance were reported during the year and no complaints were received. Stonewall Housing adopts the four key principles of the Institute of Fundraising for protecting vulnerable people of Respect, Fairness, Responsiveness and Accountability.

Investment Policy

Aside from aiming to retain a small amount in reserves each year, the charitable organisation's funds are to be spent in the short term so there are no funds for long term investment.

Reserves Policy

The Board of Trustees has examined the need for reserves in light of the main risks to the organisation. As at 31 March 2023, the total funds were £484,287, with share capital at £7, general funds at £415,569, designated funds at £6,200 and restricted funds at £62,518. Stonewall Housing's priority during 2023/24 is to invest in the communications function and maintain current reserves to a minimum of £370,000 with a plan to increase these to £430,000 by 31/03/2024 which would provide for approximately 5 months of operating costs.

In order to achieve this, design principles for all new projects have been agreed ensuring we only bid for new projects which meet our strategic aims and objectives, for which we have capacity and which will include a contribution towards core funding.

We will continue to invest in our fundraising and training portfolios, and we will review organisational structure to ensure we make best use of the resources available to us.

It is estimated that in 2023/24 wind-up costs, including redundancies, office rent and other contracts to cover a close down period, would be approximately £300,000.

For the year ended 31 March 2023

Structure, Governance and Management

Governing Document

Stonewall Housing Association is registered under the Co-operative and Community Benefit Societies Act 2014. Our register number is: 24277R.

Registration under the Co-operative and Community Benefit Societies Act 2014 gives Stonewall Housing Association corporate status. This means the organisation has a separate legal identity to that of individual member. As an organisation we can hold property, take or defend legal proceedings, protect the Board of Trustees from personal liability. Essentially, financial liability is limited to the £1 share, except in cases of fraud or negligence by members.

Stonewall Housing has charitable aims, which are recognised for tax purposes by the HM Revenue & Customs, without needing to obtain a charity registration number.

Copies of the Rules of the Association are available from the Main Office.

Members of the Association each hold one share, which costs ± 1 . The Board of Trustees considers applications for membership of the Association. If accepted each member is issued with a share certificate that must be signed by two Trustees and stamped with the official seal. The seal and blank certificates are available in the main office and are the responsibility of the Company Secretary.

Stonewall Housing Charitable Foundation is registered as a CIO with the Charity Commission (charity registration number 1187437), wholly owned by Stonewall Housing Association.

Recruitment and Appointment of Trustees

Under the requirements of the organisation's rules, Trustees may be appointed between AGMs but must stand for election at the following AGM. Each new member has to observe two meetings prior to election. Each year at the AGM, the one third of the Trustees who have been in office longest since their last election will retire from office but are eligible for re-election.

Stonewall Housing works with the lesbian, gay, bi and transgender (LGBTQ+) communities and seeks to ensure that the needs of this group are appropriately reflected through the diversity of the trustee body. The Board of Trustees is drawn predominantly from the LGBTQ+ communities and is made up entirely of volunteers.

Stonewall Housing advertises for Trustees through community networks and on its website. When recruiting, Stonewall Housing considers the skills, experience and diversity of current members and seeks to find new members to meet the necessary skills and to ensure it is representative of all LGBTQ+ communities.

Trustees' annual report

For the year ended 31 March 2023

Trustee Induction and Training

New Trustees receive Stonewall Housing's literature and induction pack. New members also receive a one-day induction into the services the organisation provides in addition to meeting some clients and staff members.

Principal Risks and Uncertainties

The Board of Trustees conducts a review of the major risks to which the charitable organisation is exposed. A risk register has been established and is reviewed on an annual basis, with highest level risks reviewed at each Board meeting. Where appropriate, systems or procedures have been established to mitigate the risks the charitable organisation faces. Significant external risks to funding have led to the development of a new organisational strategy which focuses on strengthening the organisation and achieving moderate growth. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety, data protection and safeguarding requirements.

Key Risks for the organisation are associated with ensuring this security for the next financial year and beyond. All contracted services are secured for between 12 and 48 months providing security of income for the new financial year and beyond. The Trustees are also encouraged by the good performance of the fundraising and training functions in the first 4 months of 2023 / 24.

The Trustees have analysed a variety of scenarios with regards to income and expenditure in the new financial year and have with a very conservative and positive cashflow for the next 12 months and beyond, the fact that we are the only organisation who provides LGBTQ+ specialist housing and advice services for all ages, the level of reserves and the contractual income already secured the Trustees consider there are no material uncertainties about Stonewall Housing Association's ability to continue as a going concern.

Organisational Structure

In the 2022 – 2023 financial year Stonewall Housing Association has increased the board from 4 to 7 Trustees who meet at least 5 times a year and they are responsible for the strategic direction of the charitable organisation. The members are from a variety of professional backgrounds relevant to the work of the charitable organisation.

The Company Secretary also attends Board meetings but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of the services rests with the Chief Executive. The Chief Executive is responsible for ensuring that the charitable organisation delivers the services specified and that key performance indicators are met. The salary review policy links salaries to NJC scales.

For the year ended 31 March 2023

Responsibilities of the Board of Trustees

Law applicable to registered societies in England and Wales requires the management committee to prepare financial statements for each financial year which give a true and fair view of the society's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the management committee should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the association will continue in operation

The management committee is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Co-operative and Community Benefit Societies Act 2014. The management committee is also responsible for safeguarding the assets of the charitable company and group if group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In 2020, the Trustees reviewed the Rules of the Organisation which have been reflected in the new Governance Handbook. Trustees also carried out a charitable status review to ensure the organisation takes full advantage of funding and development opportunities.

Auditor

Sayer Vincent has been re-appointed as the organisation's auditor and has expressed its willingness to continue in that capacity. Sayer Vincent will be proposed for re-appointment at the next Annual General Meeting.

Approved by the Board of Trustees on 15 November 2023 and signed on behalf by

H Manshill

Helen Randall Chair

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Mark Beale Treasurer

Steven Melntyre

Steven McIntyre Secretary

Stonewall Housing Association Limited

Opinion

We have audited the financial statements of Stonewall Housing Association (the 'society') for the year ended 31 March 2023 which comprise the consolidated statement of financial activities, balance sheets, consolidated statement of cash flows and the notes to the financial statements, 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 society's affairs as at 31 March 2023 and of its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Co-operative and Community Benefit Societies Act 2014.

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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the society in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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 board's 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 Stonewall Housing Association'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 board with respect to going concern are described in the relevant sections of this report.

Stonewall Housing Association Limited

Other information

The other information comprises the information included in the board's annual report, other than the financial statements and our auditor's report thereon. The board is responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Co-operative and Community Benefit Societies Act 2014 requires us to report to you if, in our opinion:

- A satisfactory system of control over transactions has not been maintained; or
- The society has not kept proper accounting records; or
- The financial statements are not in agreement with the books of account; or
- We have not received all the information and explanations we require for our audit

Responsibilities of the board

As explained more fully in the statement of board's responsibilities set out in the board's annual report, the board is 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 board determines 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 board is responsible for assessing the society'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 board either intends to liquidate the society or to cease operations, or have no realistic alternative but to do so.

Stonewall Housing Association Limited

Auditor's 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 auditor's 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 are set out below.

Capability of the audit in detecting irregularities

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

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the board's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the board operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the board from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Stonewall Housing Association Limited

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the society's members as a body, in accordance with Section 87 of the Co-operative and Community Benefit Societies Act 2014. Our audit work has been undertaken so that we might state to the society's members those matters we are required to state to them in an auditor's 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 society and the society's members as a body, for our audit work, for this report, or for the opinions we have formed.

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Sayer Vincent LLP, Statutory Auditor Invicta House, 108–114 Golden Lane, LONDON, EC1Y 0TL Date 13 December 2023

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:	-						
Donations Charitach la activities	2	189,035	9,774	198,809	186,893	16,693	203,586
Charitable activities	3	9 G I I	288,743	297.354	145,645	18,684	164,329
Housing support services Advice, advocacy & support services	3	8,611 39,053	309,214	297,554 348,267	58,304	356,754	415,058
Education, training & consultancy	3	38,879	509,214	38,879	58,236	31,816	90,052
Development of practice & provision	3	47,379	50,000	97,379	101,586	37,483	139,069
Total income		322,957	657,731	980,688	550,664	461,430	1,012,094
Expenditure on:							
Raising funds	5	129,664	9,774	139,438	135,496	20,027	155,523
Charitable activities							
Housing support services	5	23,279	232,607	255,886	152,727	19,184	171,911
Advice and advocacy	5	42,988	325,040	368,028	60,059	288,235	348,294
Education, training & consultancy	5	86,627	-	86,627	51,998	31,816	83,814
Development of practice & provision	5	4,240	43,617	47,857	1,439	165,646	167,085
Covid-19 support	5	-	-	-	-	3,712	3,712
Total expenditure		286,798	611,038	897,836	401,719	528,620	930,339
Net income for the year		36,159	46,693	82,852	148,945	(67,190)	81,755
Transfers between funds		_	_	_			-
Net movement in funds		36,159	46,693	82,852	148,945	(67,190)	81,755
Reconciliation of funds:							
Total funds brought forward	-	385,611	15,825	401,436	236,666	83,015	319,681
Total funds carried forward	:	421,769	62,518	484,287	385,611	15,825	401,436

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16a to the financial statements.

Balance sheets

As at 31 March 2023

		The group		The so	ciety
		2023	2022	2023	2022
Fixed assets:	Note	£	£	£	£
Tangible assets	11	10,309	7,565	10,309	7,565
	_	10,309	7,565	10,309	7,565
Current assets: Debtors Cash at bank and in hand	14	99,186 499,337	81,411 378,798	98,986 421,260	77,911 340,706
	_	598,523	460,209	520,246	418,617
Liabilities: Creditors: amounts falling due within one year	15	(124,538)	(66,334)	(122,738)	(64,534)
Net current assets	_	473,985	393,875	397,508	354,083
Total net assets	_	484,294	401,440	407,817	361,648
Share capital and funds: Share capital	17 19	7	4	7	4
Restricted funds Unrestricted funds		62,518	15,825	62,518	15,825
Designated funds General funds		6,200 415,569	6,200 379,411	6,200 339,092	6,200 339,619
Total unrestricted funds	—	421,769	385,611	345,292	345,819
Total funds	_	484,294	401,440	407,817	361,648
	-				

Approved by the trustees on 15 November 2023 and signed on their behalf by

Ms Helen Randall (Chair)

Mr Mark Beale (Treasurer)

H Manshill meßeale Steven Melntyre

Mr Steven McIntyre (Secretary)

Consolidated statement of cash flows

For the year ended 31 March 2023

	Note	202 £	23 £	20 f	22 £
Cash flows from operating activities		2	L	L	L
Net income/(expenditure) per the SOFA Depreciation on fixed assets (Increase)/decrease in debtors Increase/(decrease) in creditors		82,852 1,990 (17,775) 58,206		81,755 - 4,308 (32,500)	
Net cash provided by operating activities			125,273		53,563
Cash flows from investing activities: Purchase of fixed assets		(4,734)		(7,565)	
Net cash used in investing activities			(4,734)		(7,565)
Cash flows from financing activities: Proceeds from issuing of share capital		_	-		
Net cash (used in) financing activities					
Change in cash and cash equivalents in the year			120,539		45,998
Cash and cash equivalents at the beginning of the year			378,798		332,800
Cash and cash equivalents at the end of the year			499,337		378,798
Analysis of cash and cash equivalents and of net de	ebt				
		At 1 April 2022 £	Cash flows £	Other non- cash changes £	At 31 March 2023 £
Cash at bank and in hand		378,798	120,539		499,337

For the year ended 31 March 2023

1 Accounting policies

a) Statutory information

Stonewall Housing Association Limited is a charitable registered society registered with FCA Mutuals (24277R). The registered office address and principal place of business is 008 Coppergate House, 10 Whites Row, London, E1 7NF.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102) and the Co-operative and Community Benefit Societies Act 2014.

The society 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 or note.

These financial statements consolidate the results of the charity and its wholly-owned subsidiary Stonewall Housing Charitable Foundation on a line by line basis. Transactions and balances between the charity and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two entities are disclosed in the notes of the charity's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charity itself is not presented as a summary of the result for the year is disclosed in the notes to the accounts.

c) Going concern

At the time of approving the financial statements the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operation existence for the foreseeable future. Therefore, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

d) Income

Income, including income from government and other grants, whether 'capital' or 'revenue', is recognised when the society has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to income when they are receivable unless they are for activities relating specifically to a specific future period, in which case they are deferred to that period. Income received under contracts for services is recognised in the financial statements in proportion to the percentage of completion of the contract.

Coronavirus job retention scheme income and other coronavirus support income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

e) Donations of gifts, services and facilities

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

For the year ended 31 March 2023

1 Accounting policies (continued)

g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the society.

Designated funds are unrestricted funds which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the society's work or for specific projects undertaken by the society.

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the society in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the society and their associated support costs. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with their use of resources.

Costs of premises and administration are allocated on a per capita basis as follows:

	2023	2022
Housing support services	15.0%	14.8%
Advice and advocacy	40.0%	42.6%
Education, training & consultancy	20.0%	11.5%
Development of practice & provision	10.0%	14.5%
Cost of raising funds	10.0%	16.0%
Support and governance costs	5.0%	0.6%

• Other expenditure represents those items not falling into any other heading.

i) Allocation of support costs

Support costs are those functions that assist the work of the society but do not directly undertake charitable activities. Support costs comprise the salary and overhead costs of the central function.

Governance costs are the costs associated with the governance arrangements of the society. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the society's activities.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

	2023	2022
Raising funds	14.0%	16.2%
Housing support services	29.0%	14.9%
Advice and advocacy	43.0%	42.7%
Education, training & consultancy	9.0%	11.6%
Development of practice & provision	5.0%	14.6%

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

٠	Leasehold improvements	20% straight line
•	Computer equipment	33% straight line

For the year ended 31 March 2023

1 Accounting policies (continued)

l) Debtors

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

m) Cash at bank and in hand

Cash at bank and cash 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.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The society 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.

p) Pensions

The charitable company offers employees an auto enrolment pension scheme to which they make contributions unless they choose to opt out. The pension cost charge represents contributions payable by the charitable company to the scheme. The charitable company has no liability under the scheme other than for the payment of those contributions.

2 Income from donations

income from donations			2023			2022
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Newton Europe	-	-	-	4,050	-	4,050
Guidewire	-	-	-	4,570	-	4,570
CFC Underwriting	-	-	-	25,000	-	25,000
Adaptive Financial Consulting	-	-	-	2,800	-	2,800
BP	-	-	-	750	-	750
British Horseracing	-	-	-	500	-	500
East Photographic	-	-	-	700	-	700
Comic Relief	-	-	-	-	16,693	16,693
Dr Marten's	-	9,774	9,774	-	-	-
Kickstarter	5,147	-	5,147	-	-	-
Fragomen	3,000	-	3,000	-	-	-
Monzo Bank	2,570	-	2,570	-	-	-
Camino	2,000	-	2,000	-	-	-
Good Nat Eve Ltd	2,003	-	2,003	-	-	-
Jacobs	3,500	-	3,500	-	-	-
Stonegate Pub	4,005	-	4,005	-	-	-
London Metropolitan University	1,800	-	1,800	-	-	-
Other donations from companies	29,555	_	29,555	2,249	-	2,249
Donations from fundraising events	24,336	-	24,336	74,710	-	74,710
Donations from individuals	102,756	-	102,756	69,414	-	69,414
Gifts in kind	8,363	-	8,363	2,150	-	2,150
	189,035	9,774	198,809	186,893	16,693	203,586

During the year, various small amounts were given as gifts in kind for fundraising events, service users and social media giveaways. These are based on estimates provided by the companies as to how much the work would cost if available commercially.

Notes to the financial statements

For the year ended 31 March 2023

3 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Housing support services Supporting People grants	8,611	288,743	297,354	145,645	18,684	164,329
Sub-total for housing support	8,611	288,743	297,354	145,645	18,684	164,329
Advice and advocacy STAR Jigsaw Domestic abuse partnership Domestic abuse IT programs Advice and advocacy	21,322	118,087 106,079 30,048 -	118,087 106,079 51,370 -	16,235 5,773 6,119 - 30,177	110,000 108,756 27,548 85,450	126,235 114,529 33,667 85,450 30,177
Over 50's Brighton and Hove	17,731	50,000 5,000	67,731 5,000	-	25,000	25,000
Sub-total for advice, advocacy, & support	39,053	309,214	348,267	58,304	356,754	415,058
Education, training & consultancy Training & consultancy	38,879	_	38,879	58,236	31,816	90,052
Sub-total for education, training, & consultancy	38,879	-	38,879	58,236	31,816	90,052
Development of practice & provision						
Expanding service delivery Identifying need Resilience Training SPACE Organisational development	- - -	- - -	- - -	25,000	15,665 131 - 5,494	15,665 131 25,000 5,494
Sub total for dovelopment of prostice	47,379	50,000	97,379	76,586	16,193	92,779
Sub-total for development of practice & provision	47,379	50,000	97,379	101,586	37,483	139,069
Total income from charitable activities	133,922	647,957	781,879	363,771	444,737	808,508

For the year ended 31 March 2023

4a Analysis of expenditure (current year)

	-		C	haritable activit	ies					
	Raising funds £	Housing support services £	Advice & advocacy £	Education, training & consultancy £	Development of practice & provision £	Covid-19 support £	Governance costs £	Support costs £	2023 Total £	2022 Total £
Salaries including agency and temporary staff	100,747	211,739	309,050	62,496	36,973	-	-	16,773	737,778	638,269
Staff recruitment, training, travel, etc	4,034	10,711	6,278	1,567	954	-	-	558	24,102	13,342
Premises and equipment costs	8,344	6,300	13,789	7,183	3,441	-	-	1,754	40,811	29,936
Office overheads	4,590	3,322	9,015	4,676	2,082	-	-	3,890	27,575	19,691
Project activity costs	3,189	8,656	4,325	1,435	-	-	-	451	18,056	162,647
Tenants and client support and activities	-	1,125	-	-	-	-	-	-	1,125	10,084
Cost of raising income	11,019	-	-	-	-	-	-	-	11,019	16,166
Accountancy services	2,682	4,022	10,726	6,163	2,681	-	-	1,341	27,615	31,661
Audit and compliance	-		-	_	-	-	9,755		9,755	8,543
	134,605	245,875	353,183	83,520	46,131	-	9,755	24,767	897,836	930,339
Support costs	3,467	7,182	10,650	2,229	1,238	-	-	(24,767)	-	-
Governance costs	1,366	2,829	4,195	878	488	-	(9,755)		-	-
Total expenditure 2023	139,438	255,886	368,028	86,627	47,857	_			897,836	
Total expenditure 2022	155,523	171,911	348,294	83,814	167,085	3,712		_	=	930,339

For the year ended 31 March 2023

4b Analysis of expenditure (prior year)

	_	Charitable activities							
	Raising funds £	Housing support services £	Advice & advocacy £	Education, training & consultancy £	Development of practice & provision £	Covid-19 support £	Governance costs £	Support costs £	2022 Total £
Salaries including agency and temporary staff Consultants and freelance Staff recruitment, training, travel, etc Premises and equipment costs Office overheads Project activity costs Tenants and client support and activities Cost of raising income Audit and compliance	93,747 5,069 1,366 4,897 2,825 29,500 - 11,242	139,539 4,676 2,368 3,845 4,648 3,010 7,500 –	260,492 13,476 4,206 8,730 7,523 35,742 - -	62,269 3,631 722 3,498 2,002 1,844 - 4,924	50,123 4,606 3,260 8,936 2,637 88,742 2,584	- - - 3,712 - -	- - - - - - - - - - - - - - - - - - 	32,099 203 1,420 30 56 97 - -	638,269 31,661 13,342 29,936 19,691 162,647 10,084 16,166 8,543
	148,646	165,586	330,169	78,890	160,888	3,712	8,543	33,905	930,339
Support costs	5,493	5,052	14,477	3,933	4,950	-	-	(33,905)	-
Governance costs	1,384	1,273	3,648	991	1,247	_	(8,543)		_
Total expenditure 2022	155,523	171,911	348,294	83,814	167,085	3,712		_	930,339

Notes to the financial statements

For the year ended 31 March 2023

5 Net income for the year

This is stated after charging / (crediting):

2023 £	2022 £
25,290	25,344
9.767	9,335
6,900	6,000
	£ 25,290 9,767

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages Social security costs Employer's contribution to defined contribution pension schemes	656,962 63,725 17,091	578,593 49,260 10,416
	737,778	638,269

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

		2023 No.	
£70,000 - £79,999		1	1

The total employee benefits, including employer's NI and pension contributions, of the key management personnel were $\pm 129,055$ (2022: $\pm 131,192$).

The society trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No trustees were reimbursed expenses during the year (2022: Nil). No trustee received payment for professional or other services supplied to the society (2022: £nil).

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 19 (2022: 22).

Staff are split across the activities of the charity as follows (full time equivalent basis):

	2023 No.	2022 No.
Housing support services	7.2	3.6
Advice and advocacy	6.0	6.9
Education, training & consultancy	1.2	1.7
Development of practice & provision	-	2.0
Cost of raising funds	2.2	3.0
Governance and support	0.4	0.2
	17.0	17.4

Notes to the financial statements

For the year ended 31 March 2023

8 Related party transactions

There were no related party transactions during the year ended 31 March 2023 (2022: £Nil).

9 Taxation

The society is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The society's charitable subsidiary Stonewall Housing Charitable Foundation is also exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10 Tangible fixed assets

The group and society	Computer equipment £	Office decoration £	Total f
Cost	-	_	-
At the start of the year	31,605	-	31,605
Additions in year	4,734	-	4,734
At the end of the year	36,339	_	36,339
Depreciation			
At the start of the year	24,040	-	24,040
Charge for the year	1,990	-	1,990
At the end of the year	26,030	-	26,030
Net book value At the end of the year	10,309	-	10,309
At the start of the year	7,565	-	7,565

For the year ended 31 March 2023

11 Charitable subsidiary

The Society has a subsidiary, Stonewall Housing Charitable Foundation, a CIO registered at the Charity Commission number 11874737. Control is established according to sections 24.19 and 24.21 of the SORP. Activities of the subsidiary have been consolidated on a line by line basis. The registered office address is 008 Coppergate House, 10 Whites Road, London, E1 7NF.

The subsidiary is used for primary purpose charitable activities. Available surpluses are retained within the subsidiary to be used to support the activities of Stonewall Housing Association.

A summary of the results of the subsidiary is shown below:

	2023 £	2022 £
Income from:	-	L
Donations	39,225	37,398
Total income	39,225	37,398
Expenditure on: Raising funds	2,541	2,439
Total expenditure	2,541	2,439
Net movement in funds	36,684	34,959
Reconciliation of funds		
Total funds brought forward	39,793	4,834
Net movement in funds	36,684	34,959
Total funds carried forward	76,477	39,793
The aggregate of the assets, liabilities and reserves was:		
Assets Liabilities	81,077	47,093
	(4,600)	(7,300)
Reserves	76,477	39,793

12 Parent company

The parent charity's gross income and the results for the year are disclosed as follows:

	2023 £	2022 £
Gross income	941,463	973,046
Result for the year	46,168	39,232

Notes to the financial statements

For the year ended 31 March 2023

13 Debtors

	The group		The society	
	2023	2022	2023	2022
	£	£	£	£
Grants receivable	87,017	29,485	87,017	29,485
Trade debtors	4,218	45,197	1,218	36,197
Other debtors	5,224	3,925	5,224	3,925
Prepayments	2,727	2,804	2,727	2,804
Amount owed by charitable subsidiary	_	-	2,800	5,500
	99,186	81,411	98,986	77,911

14 Creditors: amounts falling due within one year

	The group		The society	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	4,534	1,547	4,534	1,547
Other creditors	21,963	24,822	21,963	24,822
Accruals	16,095	15,765	14,295	13,965
Deferred Income	81,946	24,200	81,946	24,200
	124,538	66,334	122,738	64,534

Analysis of movement in deferred income

	The group		The society	
	2023	2022	2023	2022
	£	£	£	£
Brought forward	24,200	-	24,200	-
Released in the year	(24,200)	-	(24,200)	-
Deferred in the year	81,946	24,200	81,946	24,200
	81,946	24,200	81,946	24,200

The income deferred during the year of £81,946 (2022: £24,200) is in relation to training sessions which were invoiced before the year end but do not take place until the new financial year and grant income received in advance of start date.

Notes to the financial statements

For the year ended 31 March 2023

15a Analysis of group net assets between funds (current year)

	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Fixed Assets Current assets Liabilities	9,557 448,611 (42,592)	_ 6,200 _	752 143,712 (81,946)	10,309 598,523 (124,538)
Net assets at 31 March 2023	415,576	6,200	62,518	484,294

15b Analysis of group net assets between funds (prior year)

	General unrestricted £	Designated funds £	Restricted funds £	Total funds £
Fixed Assets Current assets Liabilities	6,563 439,186 (66,334)	_ 6,200 _	1,002 14,823 -	7,565 460,209 (66,334)
Net assets at 31 March 2022	379,415	6,200	15,825	401,440

16a Movements in funds (current year)

		Income &	Expenditure		At 31
	At 1 April 2022	gains	& losses	Transfers	March 2023
	£	£	£	£	£
Restricted funds:					
Star (Shelter)	-	118,087	(118,087)	-	-
Jigsaw (New Horizon Youth Centre)	-	106,079	(106,079)	-	-
Domestic abuse partnership (Galop)	-	30,048	(30,048)	-	-
Housing manifesto (Trust for London)	2,500	-	(2,500)	-	-
City Bridge Trust	-	50,000	(42,686)	-	7,314
Over 50's (Trust for London)	13,325	50,000	(63,325)	-	-
Dr Marten's	-	9,774	(9,774)	-	-
London Borough of Newham	-	18,058	(18,058)	-	-
MOPAC	-	270,685	(215,481)	-	55,204
Switchboard	-	5,000	(5,000)	-	-
Total restricted funds	15,825	657,731	(611,038)	-	62,518
Unrestricted funds:					
Designated funds:					
IT fund	6,200	-	_	-	6,200
Total designated funds	6,200	-	_	-	6,200
General funds	339,618	284,232	(284,758)	_	339,092
Charitable subsidiary funds	39,793	39,225	(2,541)	_	76,477
Total unrestricted funds	385,611	323,457	(287,299)	_	421,769
Total funds	401,436	981,188	(898,337)	_	484,287

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes to the financial statements

For the year ended 31 March 2023

16b Movements in funds (prior year)

	At 1 April 2021	Income & gains	Expenditure & losses	Transfers	At 31 March 2022
	£	£	£	£	£
Restricted funds:	L	L	L	L	2
Star project (Shelter)	-	110,000	(110,000)	-	_
Jigsaw (New Horizon Youth Centre)	_	108,756	(108,756)	-	-
Domestic abuse partnership (Galop)	-	27,548	(27,548)	-	-
Domestic abuse IT programs (Galop)	30,256	-	(30,256)	-	-
Expanding services (Tides)	14,119	15,665	(29,784)	-	-
Identifying need (LCRF)	28,594	131	(28,725)	-	-
SPACE (GLA)	-	5,494	(5,494)	-	-
Fundraising/training (LGBT+ Futures	3,334	-	(3,334)	-	_
Housing manifesto (Trust for London)	3,000	-	(500)	-	2,500
City Bridge Trust	-	50,000	(50,000)	-	-
Building Digital Cap (Comic Relief)	-	85,450	(85,450)	-	-
Comic Relief	-	33,386	(33,386)		-
Over 50's (Trust for London)	-	25,000	(11,675)	-	13,325
Covid support	2 2 2 2		(2, 2, 2, 2)		
LCRF	2,338	-	(2,338)	-	-
Client fund (London Catalyst & Ethan	1 274		(1.274)		
Magid)	1,374		(1,374)		
Total restricted funds	83,015	461,430	(528,620)		15,825
Unrestricted funds:					
Designated funds: Corona Crisis fund	127		(127)		
IT fund	6,200	-	(127)	-	6,200
iii lulla	0,200				0,200
Total designated funds	6,327	-	(127)	-	6,200
General funds	225,505	511,116	(397,003)	-	339,618
Charitable subsidiary funds	4,834	37,398	(2,439)	_	39,793
Total unrestricted funds	236,666	548,514	(399,569)		385,611
Total funds	319,681	1,009,944	(928,189)		401,436

Purposes of restricted funds:

STAR Project (Shelter)

Funded by Shelter from a grant from London Councils, Sustaining Tenancies Accommodation & Resettlement (STAR) is a four-year project run in partnership with Shelter, St Mungo's, Thames Reach and Praxis to help people sleeping rough or in danger of becoming homeless.

LGBT Jigsaw (New Horizon Youth Centre)

LGBT Jigsaw, is part of a wider London Councils funded project, the London Youth Gateway, led by New Horizon Youth Centre and including partners, AKT, Galop and De Paul UK. The aim is to provide a network of services for young lesbian, gay, bisexual and transgender (LGBT+) people at risk of becoming homeless.

Domestic abuse partnership (Galop)

Stonewall Housing is part of the Domestic Abuse Partnership which is led by Galop with partners Switchboard and London Friend. The aim is to provide a network of services for LGBT+ people who experience domestic abuse.

For the year ended 31 March 2023

Purposes of restricted funds (continued)

Housing Manifesto (Trust for London)

The funding is to enable Stonewall Housing and its six partners to develop a manifesto for LGBT+ housing to inform a joint campaign to influence mayoral candidates during the 2020 election. The project was put on hold due to the Covid 19 pandemic delaying the elections and resumed when a new date was set.

City Bridge Trust

City Bridge Trust have awarded Stonewall Housing £100,000 over two years towards the costs of a full time practitioner and a contribution towards the management of Advice and Advocacy service.

Over 50's (Trust for London)

We were awarded over $\pm 150,000$ over three years for an extension of the Advice and Advocacy service to provide additional capacity to meet the specific needs of older LGBTQ+ people in London.

London Borough of Newham

We have been successful in securing funding for the Newham Supported Accommodation service for a period of 3 years from 1^{st} April 2023 with a value of £17,128 per annum. This service is being delivered in partnership with Peter Bedford.

MOPAC

A new service was launched in the financial year aimed specifically at LGBTQ+ people in our communities who have experienced domestic abuse. This service provides advice and advocacy and bespoke resettlement support. This was funded by MOPAC in London (Mayor's Office for Policing and Crime) for an initial period of 13 months and at the time of writing the contract has been extended for a further 12 months.

Dr Marten's

This funding was received in order for Stonewall Housing to develop a communications campaign focused on ensuring LGBTQ+ people receive an inclusive service from all housing providers.

Switchboard

Stonewall Housing, in partnership with Switchboard in Brighton and Hove and The Outside Project delivered Advice and Advocacy services for a cold weather shelter for a period of 12 weeks. This pilot confirmed the level of need in the city and led to an ongoing drop in service.

Purposes of designated funds:

IT Fund

Funding has been set aside to use for purchases of equipment and essential IT upgrades.

17 Operating lease commitments payable as a lessee

The society's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equip	Equipment	
	2023	2022	2023	2022	
	£	£	£	£	
Less than one year	25,875	20,520	-	5,749	
Between 1 and 5 years	23,625	-	-		
	49,500	20,520		5,749	

Notes to the financial statements

For the year ended 31 March 2023

18 Share Capital

	2023 £	2022 £
At the start of the year Issued in the year Cancelled in the year	4 3 -	4 - -
At the end of the year	7	4

The shares have limited rights. They carry no entitlement to dividend, they are not repayable and do not participate in a winding up. They carry the following voting rights: entitlement to vote at the AGM and special general meetings of the Association.