

# **PRIDE**

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## **IN GLOUCESTERSHIRE**

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# **ANNUAL REPORT**

YEAR ENDING  
31<sup>ST</sup> OCTOBER 2025

REGISTERED CHARITY NUMBER:  
1185201



# **2025**

Governance

The organisation is an unincorporated association with a membership that holds the trustees accountable on behalf of the LGBTQ+ community of Gloucestershire. The trustees are responsible for the planning and running of the charity.

The charity had **42** registered members, **15** of which are Lifetime Members. Eight of these members served as trustees at some point during the year, and 15 formed a part of our operational team throughout the year.

Principle Address

54 Wellesley Street, Gloucester

Pride in Gloucestershire Trustees

|                       |                                |  |
|-----------------------|--------------------------------|--|
| Richard Stevens       | Chairperson                    | 1 <sup>st</sup> November 2024 - 31 <sup>st</sup> October 2025  |
| Matthew Devereux      | Vice Chairperson/<br>Secretary | 1 <sup>st</sup> November 2024 - 31 <sup>st</sup> October 2025  |
| Georgina Hodges       | Treasurer                      | 1 <sup>st</sup> November 2024 - 31 <sup>st</sup> October 2025  |
| Joseph-James Picknell |                                | 1 <sup>st</sup> November 2024 - 31 <sup>st</sup> October 2025  |
| Michelle Findlay      |                                | 1 <sup>st</sup> November 2024 - 31 <sup>st</sup> October 2025  |
| Scott Selwyn          |                                | 22 <sup>nd</sup> November 2024 - 31 <sup>st</sup> October 2025 |
| Sean Bulley           |                                | 1 <sup>st</sup> November 2024 - 31 <sup>st</sup> October 2025  |
| Sophie Tailford       |                                | 22 <sup>nd</sup> November 2024 - 31 <sup>st</sup> October 2025 |

Trustee Recruitment

Trustees are selected by members at the charity's Annual General Meeting after submitting an application and personal statement and their application being supported by one member.

Outside of the AGM, where vacancies exist, prospective trustees can apply to the charity through the Chairperson, who interviews them to understand their skills, motivation, and ability to commit to the organisation. This is then fed back to the next Trustee Board meeting, where trustees vote on whether to appoint.

Charitable Objectives

Our objectives are to promote equality and diversity and the elimination of discrimination on the grounds of sexual orientation or gender identity for residents of and visitors to Gloucestershire (the area of benefit) by:

- Creating opportunities that celebrate the LGBTQ+ identity and community within Gloucestershire that are welcoming to all.
- Fostering an environment of diversity, tolerance, inclusivity and equality in Gloucestershire and, where relevant, raising awareness of national and international LGBTQ+ issues.
- To showcase the creative and artistic talents of LGBTQ+ people in Gloucestershire.
- To raise awareness of LGBTQ+ local, national and international history in Gloucestershire.
- Running LGBTQ+ events in the county to include an annual event & parade in the City of Gloucester.

## Chairperson's Report

After rebounding from 2024, we entered 2025 expecting change. Instead, it has been a year of challenge. The rise of fascist rhetoric, misinformation, and fear-mongering has continued and our new government has failed to stand up for LGBTQ+ people. The Supreme Court ruling on "biological women" in March was quickly hijacked by extremists and even reinforced by the UK Equality and Human Rights Commission published guidance after guidance that alienated trans people. This is now subject to legal challenge.



Globally, we've seen attacks on trans rights, attempts to erase bisexual visibility, and renewed efforts to undermine same-sex marriage. The growing pressure on businesses to withdraw from EDI work has had a serious impact on the funding and support for Pride organisations, leaving trans people fearful and many of us wondering if we're heading back to the 1970s.

Across the UK, numerous Prides - including Liverpool, Plymouth, and Manchester - have collapsed amid financial strain. We've not been immune to these pressures ourselves, with a noticeable drop in sponsorship. While last year we focused on cost-cutting, this year we recognised the ongoing need for Pride and adapted our income model to include wristband sales and gate donations at Gloucester. Unfortunately, poor weather on the day affected takings, but the new model remains a positive step forward.

The Pride movement is shifting back from a focus on celebration to one more of campaigning and visibility. In response to the Supreme Court ruling, we supported protests in Cheltenham and launched our Trans Lives Survey, which directly informed discussions with local MPs and contributed to the gender recognition debate in May. We also worked with Gloucester's MP for him to engage directly with the trans community to better understand the issues they face and what he might be able to do.

Despite the challenges, there is hope. Trustee stability has improved, and more volunteers have joined our operational team to strengthen our campaigning, marketing, and fundraising efforts. Our work on the 2027 EuroPride bid and community research helped inspire the opening of a new LGBTQ+ hub and social space in Gloucester, and Pride Week saw strong support from local businesses and organisations, especially Gloucester Food Dock.

Our campaigning and inclusion function is also undergoing a refresh with the appointment of a new Campaigns and Inclusion Officer, ensuring we remain active and responsive to the issues our community faces.



Looking ahead, our focus will be on consolidating the events and strengthening partnerships with the LGBT Partnership, other local Prides and LGBTQ+ organisations. Together, we must build resilience within our community organisations to face the challenges ahead and counter fear with truth.

The fight for equality and respect is far from over, and Pride in Gloucestershire will continue to stand firm against those who seek to divide us. We remain committed to ensuring that our community is visible, valued, and never silenced.

## Strategic Long Term Focuses

Our long-term strategies are:

- To ensure the events we run are safe spaces and spaces that are inclusive to the different parts of our community and equally accessible.
- We want to use these safe spaces we and others create to provide opportunities for the community to connect, learn, and tackle the problems that prevent them from achieving potential and making the most of those opportunities.
- To empower LGBTQ+ people across Gloucestershire to be involved in the satellite pride events and then their own communities.
- Use our involvement with national and international organisations and networks to generate more opportunities for LGBTQ+ Gloucestershire.
- To use the work put into the EuroPride 2027 bid, the support gained and profile built to further the charity's work and look at the new opportunities that may arise as a result.

## Our 2025 Strategy and What We Achieved

The trustees set a strategy for each year, considering feedback from Gloucestershire's LGBTQ+ community gained from post-activity surveys and members' comments and suggestions received at meetings or direct contact. The strategy for 2025 and what we achieved against this are as follows:

### 1. Engaging with local communities

Throughout 2025 we have continued our efforts to engage with local communities. One of our trustees, Joseph, has worked through the year to strengthen our relationship with the communities of the Forest of Dean. Working with the police, council and local engagement bodies - we have helped spearhead an engagement campaign for the police and local authorities to increase trust in reporting hate in the local authority. We are also so proud that Joseph has also become chairman of the County wide Hate Crime Strategy group which, although is not LGBTQ+ specific and is intersectional, it has allowed us to open doors with the Chief of Gloucestershire Constabulary, the OPCC and MP's across the county on a regular basis as well as being able to shape the future of how the county tackles hate crime.

Through the year we have also continued to support and stand strongly with Transgender\* people, including supporting Trans in Gloucestershire, be it changing policy around march participation in regards to politicians and parties, providing safe spaces and space to be at all of the events, all year round.

Pride week 2025 saw us grow relationships with some new venues and communities as we held a week's worth of events in the lead up to Pride in Gloucester in September. We started a relationship with Gloucester Food Dock, who proudly supported the week, liaised with their venues to make sure Pride was represented throughout the week and the community knew this was a place they could visit and be safe. We also fostered a new relationship with the Gloucester Gay Gaming Group, who we look forward to supporting and working with in the future.

As well as Pride week, we also successfully ran five Pride events throughout the year; Cheltenham, Cinderford, Forest of Dean, Gloucester and Tewkesbury. Engaging with the community across the county and bringing them together.

In the lead-up to Pride in Cheltenham we supported local activists with their trans\* rights protest in Cheltenham. With the political climate, we made sure that Pride in Cheltenham was 'Trans-tastic' and the stage was filled with over 50% trans\* and non-binary artists.

## 2. Growing relationships around intersectionality and improving our POC representation.

As mentioned in Strategy point 1 'Engaging with local communities', Joseph's work with the Hate Crime Strategy as a representative of pride has helped us get involved with more intersections of the local communities across the county.

Our stages throughout the year also saw an increase in diversity of artists including POC and other intersectional parts of the community and the county.

As with Strategy point 1, our pride week activities allowed us to connect with new people in the community. Providing events during pride week that weren't centered around alcohol, and were relaxed spaces for people to interact comfortably.

## 3. Supporting our inclusions groups; TiG, K&F, WLW.

Throughout 2025 we have continued to support our inclusions groups and helping them grow.

Notably, during the summer we continued on the success of our WLW session at Pride in Gloucester 2024, with our first ever single dating session at Our House, with it being a strictly WLW speed dating session. The event was a success and all that came had an amazing evening and we cannot wait to plan our next one.

Pride in Gloucestershire have also proudly continued our support for Trans in Gloucestershire; as mentioned in Strategy point 1, they approached us for support during the year when political tensions were rising and Trans rights were being threatened. We listened to them and we made changes so that they knew they would be safe with us, and they knew that we were listening when they came to us.

K&F in Gloucestershire has continued to go from strength to strength. This year, the K&F zone was one of the highest rated parts of the day for many during our post-event feedback of Pride in Gloucester. Their team has grown over the year, including two trustees to help support them as they grow and become more vocal for their community.

## 4. Work with creatives and engage further with wider cultural organisations and groups

Our biggest success of working with creatives locally, Joseph's work with local performer Tia Callum. Tia is an artist who was mentored by Music Works and worked with other charity partners, however, Joseph was able to then progress her career and guide her progress with a record label - she is now travelling and performing worldwide with two personal mentors and this year has signed a record deal. This is down to our influence and mentorship.

Further to this, we have been able to guide several local artists into producing their own events, offering support and guidance.

The production team were also about to understand work towards sub goals within the team to ensure that this year was one of the most diverse line-ups over the course of the year.

## 5. Developing youth education on awareness & activism

This year has been probably our strongest year for developing youth education on awareness and activism.

We have worked on the relationships with schools and colleges in previous year and talked with more this year.

Our trustee, Joseph, has taken part in two youth sessions in the county where we have given advice and talked about personal experiences and growth. Further to this, during Pride month, he was also able to give a speech at St. Peters RC (Roman Catholic) High School engaging with school years 10 to 13 (14-18 year olds). The topic was how overcoming your sexuality and your career. During the session, around 500 students were engaged with.

## 6. Strengthening the LGBT Partnership, unifying the groups

We have continued to support the LGBT Partnership as it goes through a transitional period currently. We have kept working with different groups as part of the partnership, further bringing everyone back together, even when the core partnership is currently transitioning and changing. Attending meetings through the year, and having Richard chair one of their quarterly meetings. Sean has also helped support the partnership by working on their website and social media channels.

We have also worked closer this year with Active Gloucestershire, who hosted two safe space conversations to explore how they can work together with other organisations to create safe, welcoming, and inclusive spaces for trans and non-binary people to be active in Gloucestershire.

Nearly 50 people attended, including trustees Richard, Scott & Michelle bringing together members of the LGBTQ+ community, allies and representatives from community organisations, sports clubs, leisure providers, universities, health partners, youth groups and local authorities. To share personal experiences or fears and ideas that can affect an inclusive, safe space in sports.

The discussions were open, caring and action-focused. Together, we identified practical ways to make spaces safer and more inclusive, and there was a clear shared desire to keep the conversation going, focusing on everyday movement rather than elite sport, so that everyone can enjoy the physical, mental, and social benefits of being active.



## 7. Promoting environmental sustainability of events and of the charity

Sustainability remains a core commitment at Pride in Gloucestershire – not just as a value, but as a guiding principle in how we plan, deliver, and grow our events across the county.

### **Encouraging Sustainable Travel**

In 2025, we were proud to continue and strengthen our partnership with Stagecoach West, promoting sustainable travel to our events. As part of our partnership we actively encouraged audiences to travel to Pride via public transport, making it easier than ever to find bus and train information through our website and event communications. For Pride in Cheltenham, Stagecoach's iconic Rainbow Bus ran on routes across Cheltenham in the weeks leading up to the event, spreading visibility and celebration throughout the community. They also brought the bus to Pride in Gloucestershire, forming part of their vibrant on-site display and reinforcing their support for inclusion and green travel. We also continued our partnership with Great Western Railway (GWR), helping visitors to plan their journey by train with clear, accessible travel information for Pride in Gloucestershire. Together, these collaborations ensured that low-carbon travel options were front and centre for all attendees.

### **Powering Pride Sustainably with Instagrid**

This year marked a major step forward in reducing our reliance on fossil fuels. Through our partnership with Instagrid, we successfully powered the entirety of Pride in Cheltenham and Pride in Cirencester without using a single fuel-powered generator. At Pride in Gloucestershire, all feature zones ran entirely from rechargeable battery packs – charged in advance using certified green energy.

This achievement demonstrates how innovation and partnership can make a tangible difference. Sean has continued to champion sustainable event practices through our network of regional Prides, inspiring others to adopt similar solutions. Notably, Wotton Pride trialled Instagrid battery packs for the first time this year after seeing Sean's post about their impact on LinkedIn – a proud example of local collaboration creating national change.

### **Reducing Waste and Supporting Local Traders**

We also saw around a 20% reduction in waste generated at Pride in Gloucestershire compared with the previous year. This was achieved through stricter trader policies requiring minimal packaging and by prioritising food and drink partners who operate with low-waste practices.

In addition, we further reduced our events' carbon footprint by giving preference to stallholders and caterers based within Gloucestershire. For the first time, our application process captured detailed information about trader locations, allowing us to make more informed, sustainability-driven decisions during selection.

### **Minimising Paper Use**

While a smaller part of our sustainability work, we continue to maintain a paper-light approach across the charity. All trustee and team onboarding processes, governance paperwork, and financial documentation are managed digitally through platforms such as QuickBooks, with invoices and contracts submitted electronically. These practices ensure efficiency while reducing unnecessary printing and waste.

## 8. Build the charity and skillsets of team members to achieve long term stability

Building the skillsets of our team members has been an ongoing theme throughout the year, and something we endeavour to continue working on as the team grows and changes.

In 2025, we created and implemented a production committee of 5 members of the community to help us build a more diverse line-up. Not only did this help diversify the experiences and expertise of team members, the core production officers gave a lot of guidance and mentorship to ensure all production committee members understood the importance of what a Pride line-up should look like. Further to this, Joseph worked with the production teams to increase their skill sets and had training sessions with them at both Cheltenham and Gloucester.

With 2025 being a difficult year for prides, not just our own, it meant that we had to pull together as trustees and an operational team; identifying peoples pre-existing skillsets and areas of growth to get multiple trustees and team members to wear multiple hats and make this year happen, overcoming all the barriers to achieve this.



## What Does Our Community Think

Ensuring we stay relevant to the community we serve and they benefit from our works means that we need to understand what they think of our activities, what the impact of our work has on them and what else we need to do to respond to their needs. We carry out post event surveys with our community, gain feedback from our members and speak to other LGBTQ+ organisations that attend Pride.

Below are just some of the comments we have received and why the work we do is important to them

"I just love being surrounded by queer joy. As a trans woman the last few weeks have been taxing on my mental health. I have a renewed confidence in my own identity and a renewed connection to the people and businesses around me"

"My favourite moment of pride was engaging with the wider community and making new friends in general as well as the kink & fetish community specifically."

The community spirit and its appeal to all the family . Gloucester is my favourite pride . Its not about ripping visitors off by selling expensive tickets. I loved the wristband idea , a good way to raise money and optional for those on low incomes .

"The atmosphere on the stage was electric"

"One of my favourite moments was chanting and cheering during the march"

"I love the vibes. It feels very community and friendly. There's spaces for everyone; K&F, family, those with additional needs. Revolootion loo meant I could spend the whole day at pride without having to go home for the loo due to my access needs."

"Just seeing everyone come together to celebrate the community and how love is love and no animosity"

"The sense of community and everyone being able to express themselves"

"The atmosphere was so electric, so many different ages of people who came together and supported each other with no judgment just love"

"Arriving and feeling those first moments of joy after a lot of nervousness. The overwhelming feeling of comfort, acceptance and belonging"

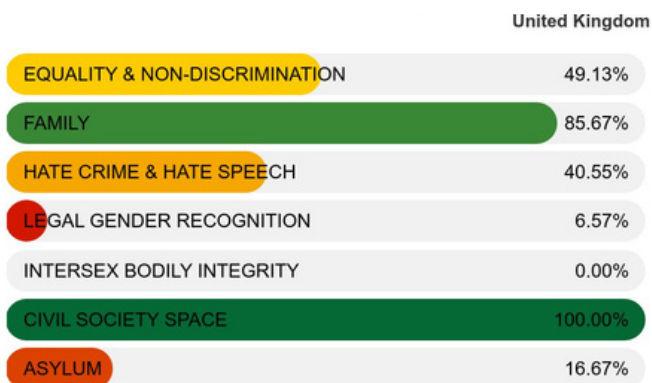
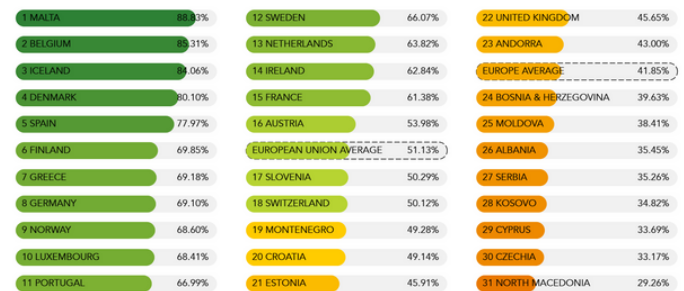
## The Wider Picture of the LGBTQ+ Community

### Our Community

In 2022 the results of the 2021 census were released and identified 2.8% (14,903 people) of the county's population identified as not Heterosexual and 0.39% (1,938 people) brave enough to disclose that their gender identity was not the same as registered at birth; each of these people will then have friends, families and colleagues who are impacted by the discrimination, hate crime and poor mental health experienced by many in The LGBTQ+ community. The effect on society of not tackling these issues, is then isolated just those people in our community.

### The State of Play

There have been a number of key surveys and reports looking at the LGBTQ+ community in the UK over the past 10 years; the results of these paint a concerning picture. Whether from life satisfaction, exposure to domestic abuse, isolation within the LGBTQ community experienced by certain groups or due from living in rural areas, the results show there are clear issues to address.



Over the past 9 years we have seen a steady decline in the UK's standing in the ILGA Europe Rainbow Index which is compounding the issues our community face. We need effective policy and laws to help organisations such as ourselves to tackle the problems we are seeing. 2025 saw the United Kingdom drop to **22nd** in the ranking. Our lowest position ever.

### Playing Our Part

We, as a charity, key part to play to create a benefit for our community. The safe spaces we provide are essential as these allow LGBTQ+ people to access the support and help they need. Whether from expressing their true selves, making friends, getting professional help, finding supportive employers, building confidence from artistic endeavours, or even volunteering in the community, Pride makes a difference.

Pride in Gloucestershire has prevented suicide, helped people tackle anxiety and depression, educated our allies how to support our LGBTQ+ people and helped create and rescue friendships, relationships and families.

In a time when extremists are threatening our community's confidence and having had a creeping influencing in media and government, in an attempt to undo the progress we have made, means the need for organisations like ourselves is vital.

**Therefore the impact of the support we get from the public, from authorities, sponsors, employers, local government or donors can't be understated. With this we can move forward, make better use of these safe spaces, create more and continue our education to address the problems in hand. We can then give our community the help it needs to create and benefit from opportunity and fulfil its potential.**

## Our Team & Involving The Community

### Building the Team

With increasing demands on the organisation and the growth in the work we carry out, it was necessary to develop the non-paid team who work year round to deliver this vital work. We continued to build the operational team separate from the trustees to carry out the day to day work. Every trustee, except officers, are expected to take on an operational role on top of their trustee duties.

Our team needs to be skilled, from our community and organised into departments/function areas. We structured the organisation, opened roles up to the community, took applications and interviewed each role.

In addition we have evolved the governance of the charity to deal with a larger team, all team members are expected to read and agree to our policies, sign a volunteer agreement and also receive training throughout the year in areas such as GDPR. By the end of the year we had an Operations team of 25 (including 7 of the trustees).

### An Inclusive and Representative Team

To ensure we are representative of our community it is important that our team is diverse.

We don't recruit to specifically get this diversity but instead our focus is on ensuring the work we do is inclusive, and hence when we advertise, we are naturally reach out to a diverse range of people.

We had 25 team members as at 31st October, 3 of which identified as having a disability, 5 of being neurodiverse and an age range covering late teens to mid 50s.

### Volunteering

We have had a growing number of committed volunteers and to recognise their dedication and ensure they are best equipped for their roles we have implemented a training programme.

Each volunteer is assessed by a management team member. When volunteers pass, they are given a certificate. This has proved very successful regarding volunteer retention, engagement, and performance at pride events. This scheme will be continue and extended in 2025 and we look to share the work we are doing with the wider Pride community.

At the end of 2025 we had 47 registered volunteers.

## Treasurer's Report and Annual Accounts

This year, our total income increased by **19.8%**, reaching **£98,469.23**. During the same period, our expenditure rose by **30.7%** to **£104,711.23**, resulting in an annual deficit of **£6,242.00**. It is important to note that a further **£2,450.38** of costs relating to 2025 were paid after the close of the financial year and are therefore not included in this figure. We also received **£260.00** from DanTERS Fun Fair for the 2025 Gloucester Event.

Due to the increased expenditure and the challenging trading conditions, we have utilised all of our working capital and the majority of our reserves, carrying forward a final balance of **£2,851.08**.

The organisation's financial performance this year was significantly affected by its reliance on on-the-day donations and wristband sales to fund event costs. Despite planning for a surplus, the adverse weather conditions experienced in Gloucester resulted in reduced footfall, which directly impacted our income and overall financial position.

### Reserves Policy

The charity's reserves policy is to hold a reserve equal to **6%** of the previous year's expenditure, ensuring stability and the ability to respond to financial risk. Due to the deficit and the necessary use of reserves to support the 2024–25 event programme, the charity now holds substantially below the target reserve level. Rebuilding reserves will therefore be a priority in the next financial cycle.

### Restricted Funds

Restricted funding carried forward into the next financial year is limited. Grant funding awarded during the period was used as intended, including investments in essential equipment that will reduce hire costs in future years. Any remaining restricted balances are ringfenced for their specified purposes.

### Income

The charity experienced growth across several income streams, contributing to an overall year-on-year increase of 19.8%.

- **Grant income** continued to play a major role in supporting delivery and infrastructure development. Grants received enabled investment in equipment, volunteer support and inclusion-focused activities.
- **Sponsorship and donations** saw a noticeable decline, reflecting the wider financial pressures faced by businesses and individuals.
- **On-the-day giving** and **wristband sales** were significantly impacted by poor weather conditions at the Gloucester event, reducing footfall and therefore collections.
- **Trading concessions**, including bar revenue, remained strong but were not sufficient to offset the shortfall in other areas.

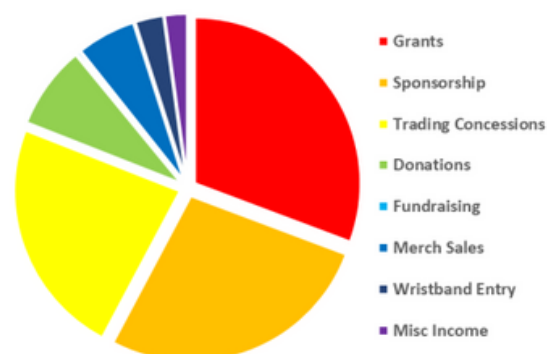
### Expenditure

Total expenditure increased by 30.7%, mostly driven by:

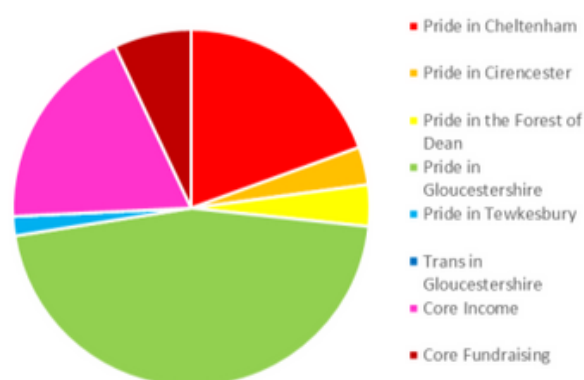
- Rising core operational costs. £14k was a grant specifically for equipment investment. The true total increase was 13.2%. Increased by the rise in core costs.
- Increased spending on equipment and accessibility measures, supported by grant income.
- Costs associated with the headline act at Pride in Gloucestershire, which represented the single largest investment of the year and was intended to strengthen audience engagement and revenue potential.
- Despite careful management, the unexpected weather disruption meant that planned income levels were not achieved, resulting in the deficit.

## Income

| Income              | Actual          | Budget           | 2024            |
|---------------------|-----------------|------------------|-----------------|
| Grants              | £ 30,250        | £ 108,000        | £ 36,380        |
| Sponsorship         | £ 26,634        | £ 35,610         | £ 15,830        |
| Trading Concessions | £ 22,837        | £ 20,000         | £ 16,391        |
| Donations           | £ 7,961         | £ 2,850          | £ 5,084         |
| Fundraising         | £ 262           | £ 1,025          | £ 925           |
| Merch Sales         | £ 5,651         | £ 4,300          | £ 6,262         |
| Wristband Entry     | £ 2,715         | £ -              | £ -             |
| Misc Income         | £ 2,159         | £ 2,821          | £ 1,309         |
|                     | <b>£ 98,469</b> | <b>£ 174,606</b> | <b>£ 82,182</b> |

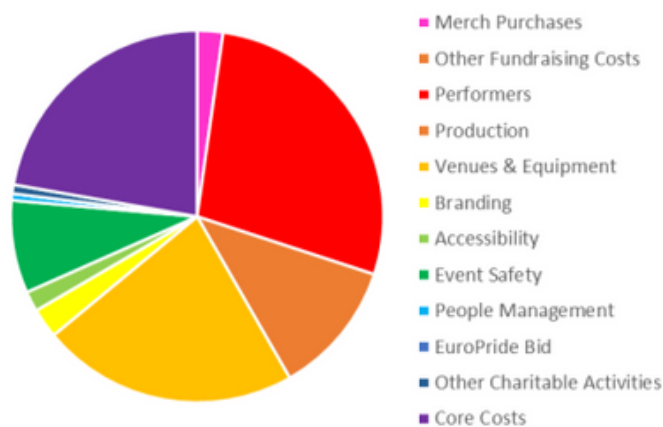


| Income                      | Actual          | Budget           | 2024            |
|-----------------------------|-----------------|------------------|-----------------|
| Pride in Cheltenham         | £ 19,178        | £ 16,880         | £ 13,016        |
| Pride in Cirencester        | £ 3,367         | £ 6,805          | £ 3,209         |
| Pride in the Forest of Dean | £ 3,690         | £ 3,810          | £ 1,408         |
| Pride in Gloucestershire    | £ 45,165        | £ 117,400        | £ 41,129        |
| Pride in Tetbury            | £ -             | £ -              | £ 1,407         |
| Pride in Tewkesbury         | £ 1,725         | £ 3,465          | £ 1,550         |
| Trans in Gloucestershire    | £ -             | £ 750            | £ 1,000         |
| EuroPride Bid               | £ -             | £ -              | £ 1,735         |
| Core Income                 | £ 18,430        | £ 18,771         | £ 11,187        |
| Core Fundraising            | £ 6,914         | £ 6,725          | £ 6,540         |
|                             | <b>£ 98,469</b> | <b>£ 174,606</b> | <b>£ 82,182</b> |

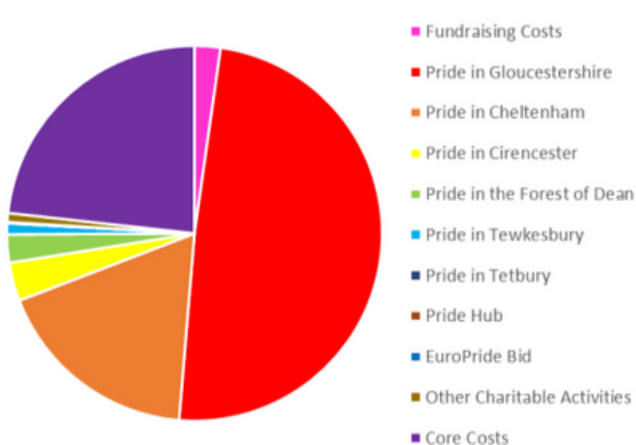


## Expenditure

| Expenditure by Type         | Actual           | Budget           | 2024            |
|-----------------------------|------------------|------------------|-----------------|
| Merch Purchases             | £ 2,338          | £ 1,720          | £ 3,192         |
| Other Fundraising Costs     | £ -              | £ -              | £ -             |
| Performers                  | £ 29,111         | £ 35,300         | £ 14,004        |
| Production                  | £ 12,233         | £ 21,840         | £ 11,562        |
| Venues & Equipment          | £ 23,321         | £ 37,448         | £ 19,982        |
| Branding                    | £ 2,709          | £ 2,325          | £ 2,022         |
| Accessibility               | £ 1,845          | £ 5,530          | £ 2,391         |
| Event Safety                | £ 8,441          | £ 11,695         | £ 10,009        |
| People Management           | £ 609            | £ 1,750          | £ 4,257         |
| EuroPride Bid               | £ -              | £ -              | £ 2,258         |
| Other Charitable Activities | £ 808            | £ 1,000          | £ 174           |
| Core Costs                  | £ 23,298         | £ 23,930         | £ 10,226        |
|                             | <b>£ 104,711</b> | <b>£ 142,538</b> | <b>£ 80,077</b> |



| Expenditure by Activity     | Actual           | Budget           | 2024            |
|-----------------------------|------------------|------------------|-----------------|
| Fundraising Costs           | £ 2,338          | £ 1,720          | £ 3,192         |
| Pride in Gloucestershire    | £ 51,394         | £ 80,995         | £ 36,189        |
| Pride in Cheltenham         | £ 18,699         | £ 19,595         | £ 13,973        |
| Pride in Cirencester        | £ 3,471          | £ 4,732          | £ 2,955         |
| Pride in the Forest of Dean | £ 2,542          | £ 5,165          | £ 2,459         |
| Pride in Tewkesbury         | £ 996            | £ 2,651          | £ 1,470         |
| Pride in Tetbury            | £ -              | £ -              | £ 2,422         |
| Pride Hub                   | £ 110            | £ 700            | £ 508           |
| EuroPride Bid               | £ -              | £ -              | £ 2,258         |
| Other Charitable Activities | £ 808            | £ 1,000          | £ 174           |
| Core Costs                  | £ 24,354         | £ 25,980         | £ 14,475        |
|                             | <b>£ 104,711</b> | <b>£ 142,538</b> | <b>£ 80,077</b> |





## Thank You's

Pride in Gloucestershire as a charity and the events we run were only possible because of the support and sponsorship from various organisations, companies and people.

The trustees of Pride in Gloucestershire would like to thank the following people, businesses and organisations.

Firstly, we thank our members for their continued support and guidance throughout the year. We would also like to continue by thanking all trustees who served this year, Operational team & volunteers; the events would not have happened without you!

## Our Funders & Sponsors

**PARTNERSHIPS:** CGI | GCC Fostering Service | Willans LLP | Cheltenham BID | Weredog Actica Consulting | ABL Health - Healthy Lifestyles Gloucestershire | Stagecoach | Instagrid Cinderford Town Council

**SPONSORS:** Unison Gloucester | DXC Technology | Iris Care Group | EDF Energy | Tesco Great Western Railways | Spirax Sarco | St James' Place | PRS | Forest of Dean District Council

**GRANTS:** Cinderford Town Council | Animate and Grow | Targeting Tewkesbury Town Gloucestershire County Council | Cheltenham Town Council: Community Pride Grant | The Clothworker's Foundation | Tewkesbury Town Council | Tewkesbury Rotary Club

## Supporting Businesses & Donors

Luv Infinity/ OMG Nightclubs & Bars for aiding us with site decorations | Gloucester Food Dock for supporting our ride Week and rallying their businesses to take part Proud Gloucester for hosting our Pride Hub | Coffee #1 for supporting the Trans in Gloucestershire Big chills | St Mary De Crypt for being a constant support to Pride in Gloucestershire, especially doing special services for TDOR & WAD

## Our Supporters

Emma Mawby | Maddie | Pheebz | Our House Cocktail Bar | Hop Kettle & Quiz Master Andy Cheyenne Brown | Charlie Martin | Nigel Hodges | Kara Von Site | Gemma Neville All of our volunteers | Our operational team members | Seamus Bonner | Pup Jnr BDSMay | Gloucester Munch | Paint Pot Parties | Gloucester Guildhall

**Finally, we would like to thank all of the LGBTQ+ community, friends, allies and supporters from across Gloucestershire, the UK and Europe who have helped in whatever way make this year's Pride in Gloucestershire work a success!**

**CELEBRATE! CAMPAIGN! CONNECT!**



