

2025 End of Year Impact Report



Impactful Lives

S U P P O R T I N G L G B T Q +



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity No. 1203136



Message from your Impactful Lives Manager

Impactful Lives stands as a beacon of hope and support for the LGBTQ+ communities in Hertfordshire, Bedfordshire, London and beyond.

Recognising the challenges that have been overcome and those still ahead, our mission is to foster an environment of positivity, acceptance, and unity by actively challenging stigma and bias. We strive to create safe spaces where individuality is celebrated and everyone is empowered to be their authentic selves. Our person-centred approach ensures that every voice is heard and every need is addressed, as we work hand-in-hand with our communities for the collective benefit. In addition, we support LGBTQ+ people and their families who may have disabilities or other support needs. Together, we can continue to build a future where everyone is valued and supported, creating a tapestry of diverse and impactful lives.



Our Approach

Impactful Lives charity was officially registered in August 2023. It was created to support LGBTQ+ individuals, including those with disabilities, by promoting mental and emotional well-being, reducing isolation, and creating inclusive spaces where people feel seen, safe, and supported. The charity's work focuses on life mentoring, group support sessions, community events, and awareness-raising activities.

We run projects like Rainbow Futures offering regular support sessions and social events for the LGBTQ+ community.



Gender Identity Awareness

Do you really know your LGBTQ+ community?

Explore the issues surrounding Gender Identity and how to support your LGBTQ+ community.

Inclusion, Equality and Diversity.

In partnership with

Impactful Lives

We collaborate with other organisations, including a partnership with Impactful Governance CIC, to provide awareness training, improve inclusion in services like the NHS, and ensure that LGBTQ+ voices are heard in local decision-making.

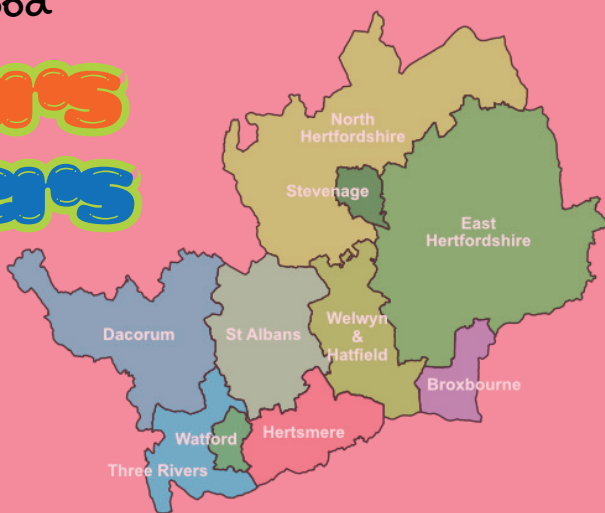
Making a Difference 2023-2025

Impactful Lives has created safe spaces for:

- Watford
- Hemel Hempstead
- St Albans
- Hitchin
- Borehamwood

HERTFORDSHIRE

**Queer's
& Peers**



Spaces where individuals share their experiences, receive one-to-one support and build lasting friendships. Its work helps reduce isolation, improve mental health, and empower individuals to live more fulfilled and confident lives.

Areas our charity is registered to work in:

- London
- Bedfordshire
- Hertfordshire
- Buckinghamshire
- Northamptonshire



Each activity length varies from 2 hours to 6 weeks.

Disability & Age Breakdown					
Age Group	Without Disability	With Disability	Total	% of Total	% Disabled by age
Under 16	–	1	1	<1%	100%
16–24	7	18	25	6%	72%
25–29	41	28	69	15%	41%
30–34	52	22	74	17%	29%
35–39	58	18	76	17%	24%
40–44	32	14	46	10%	30%
45–49	25	12	37	8%	32%
50–54	20	10	30	7%	33%
55–59	35	11	46	10%	24%
60–64	13	5	18	4%	28%
65+	19	6	25	6%	24%
Total	252	107	447	100%	

Participants	Disability disclosure	Percentage	Grand Total
Females	74	33%	227
Males	52	28%	188
Trans	19	59%	32
			447

White	384	86%
Asian British	26	6%
Black British	12	3%
Mixed	8	2%
Other Ethnic Group	10	2%
Asian	3	1%
Black	3	1%
Multiple Ethnic	1	<1%
Total	447	100%

772 members!

Disability:
Disproportionately high for LGBTQ+ people and our group activities reflect our commitment to providing services that meet the needs of individuals.

Ethnicity:
We reached ethnicities relative to census data.

447 new since 2023



Impactful Lives

SUPPORTING LGBTQ+

Activities

**150 EVENTS
ATTENDED**



From pasta making 2 hour sessions to card games or meals out, there is something for every one.

**92 EVENTS
CREATED**



Free 1-2-1 or groups tailored sessions, Eurovision or our Blankety Snatch Game; some people have been with us since we started in 2023.



Our Services

We offer a wide range of services designed to support LGBTQ+ individuals with a strong focus on careers, those who are isolated, marginalised, or living with additional challenges such as disability or poor mental health. Our services are LGBTQ+-led, trauma-informed and grounded in compassion, inclusion and empowerment.

Our key partner:

Impactful Governance offers accredited mentoring and 1-to-1 tailored emotional and practical support for LGBTQ+ individuals to build confidence, manage life's challenges, and set personal goals.





One hour a week online:

Work, relationships, safety, security or sleep.

Income or housing.
Health, family, friends, love, trust, fun or desires.
Hobbies or just interests.



Achieving your ambition:

We all have different needs.

Helping you find a clearer way to achieve your own goals and for you to form your own conclusions.



IMPACTFUL GOVERNANCE

Supported by: 

- Practical mentoring experience
- Tools for inclusive communication
- Personal and professional growth
- Level 1 National Qualification
- Supporting an LGBTQ+ network.

LGBTQ+ MENTORING

FREE COURSE

FOR LGBTQ+ PEOPLE, BY LGBTQ+ PEOPLE

Mentor Qualified Teacher:
Andrew Waite
QTLS, PGCE, ETF, NPQICL

Start Date:
Friday 23rd January 2026
End Date: June 2026
10:00 AM – 12:00 PM & 1 – 3 PM
Fee: £525 (if outside Hertfordshire)

Spaces are limited – apply early!
"Great mentors create change."
Join us and be that change in your LGBTQ+ communities.

FREE

FOR HERTFORDSHIRE

MODULES: **LGBTQ+ RESIDENTS**

- ✓ Preparing for Mentoring
- ✓ Demonstrating Mentoring Skills
- ✓ Role of a Mentor

REGISTER NOW

01923 231660
www.ig-cic.org.uk
admin@ig-cic.org.uk

Accredited by:





Impactful Lives

SUPPORTING LGBTQ+

Our team of 17 Amazing volunteers



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Volunteer 2025



Our volunteers are a friendly bunch and experienced in a variety of subjects that can provide immediate support. Our qualified mentors are available to help you get clarity on whatever is holding you back, moving you forward, making you happier & healthier.



We're more than a service, we're a trusted support system rooted in communities we serve.



Here's why people choose Impactful Lives:
Lived Experience at the Core, Our work is shaped and delivered by those with first-hand understanding of the barriers faced by LGBTQ+ individuals.

Safe & Inclusive: Every space we create is free from judgment and welcoming to all identities, backgrounds, and abilities.

Flexible & Person-Centred: We meet people where they are; emotionally, physically & socially and adapt our approach to meet your needs.



WATFORD
BOROUGH
COUNCIL





Peer Support Groups: regular safe, inclusive spaces where people can share experiences, connect, and form meaningful friendships.

Events: Creative, fun, and informative sessions focused on well-being, financial awareness, advocacy and retirement planning (e.g., Rainbow Futures).

Awareness & Training: Supporting professionals and services through lived-experience-led training around gender identity, inclusion, and LGBTQ+ mental health needs.

Community Engagement: Outreach and collaboration across health, education, and justice systems to make services more accessible and inclusive.

Proven Impact: Our individual and group work consistently reduce isolation, boost mental health, and create lasting connections.

Trusted Local Partner: We're active across Hertfordshire and work closely with community groups, councils, and health services to create real change.

Whether you're looking for support, connection or a place to be yourself, Impactful Lives is here to walk with you.



WE HELD OUR OWN PRIDE EVENT

Watford Pride Picnic

**353
ATTENDED
IN 2025**

Other Pride Events 2025:

Stevenage Day Pride

North Herts Pride

Bishops Stortford

London Pride Parade

Bishops Stortford

London Trans Parade

Herts Pride





Achivements 2024-25

We are proud of the tangible difference we've made through direct support, community-building, and advocacy for systemic change. Over the past year, we engaged more than 769 LGBTQ+ individuals through inclusive events, outreach initiatives and community-led activities—helping people feel seen, supported, and valued.

40
GROUP
SESSIONS
2024-2025

Through over 40 inclusive peer support sessions, such as Queers & Peers, we created safe, welcoming spaces for LGBTQ+ individuals to connect, express themselves, and find strength through shared experience.





We take you seriously and seriously have fun too!

Impactful Lives
www.il-org.uk

QUEERS & PEERS GROUP MEETINGS
EMAIL: ADMIN@IL-ORG.UK
TEL: 01923 231660

LGBTQ+

Monthly get togethers in

HITCHIN
Second Thursday of the month 7-9pm

Supported by:
Impactful Lives - Charity No. 1203136

HERTSHERSHE Community Foundation

Impactful Lives
www.il-org.uk

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LGBTQ+

Monthly get together

ST ALBANS DISTRICT
2nd Friday of the month 7-9pm

Part funded by:
St Albans District Council

Impactful Lives
www.il-org.uk

QUEERS & PEERS GROUP MEETINGS
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TEL: 01923 231660

LGBTQ+

Monthly get together

HERTSMERE
2nd Monday of the month 7-9pm

Part funded by:
COMMUNITY FUND
HERTSMERE

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LGBTQ+

Monthly get together

WATFORD
Second Tuesday of the month 7-9pm

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Impactful Lives
www.il-org.uk
Funded by UK Government

QUEERS & PEERS GROUP MEETINGS
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TEL: 01923 231660

LGBTQ+

Monthly get together

DACORUM
2nd Wednesday of the month 7-9pm

Part funded by:
COMMUNITY FUND
HERTSHERSHE Community Foundation

Join us...

5 GROUPS

What next?

We have built strong partnerships with local organisations, professionals and networks to improve inclusion across health, education and community services.

We reduced isolation and improved well-being, with participants reporting stronger mental health, increased self-esteem and long-term friendships that have continued beyond our sessions.

We advocate for LGBTQ+ individuals with disabilities, long-term health conditions or caring responsibilities. Ensuring intersectional needs are recognised and addressed. We have your back, we are a hate crime reporting centre and will be there for you.

LET'S SORT THIS TOGETHER

Feeling alone, confused, or lonely. You are not alone.

Let's find a way to understand each other.

If someone is hurting you, it is not your fault.

We help LGBTQ+ people, carers, and parents.

WE ARE HERE FOR YOU.

Phone: 01923 231660
✉ email: admin@il-org.uk

FEELING UNSAFE?

WE GIVE YOU PRIVATE AND SAFE SUPPORT.

♥ **YOU ARE IMPORTANT, YOU MATTER.**

WHO WE HELP? LGBTQ+



SUICIDE PREVENTION - LET'S STAY SAFE TOGETHER. WE ARE HERE TO HELP.

www.il-org.uk

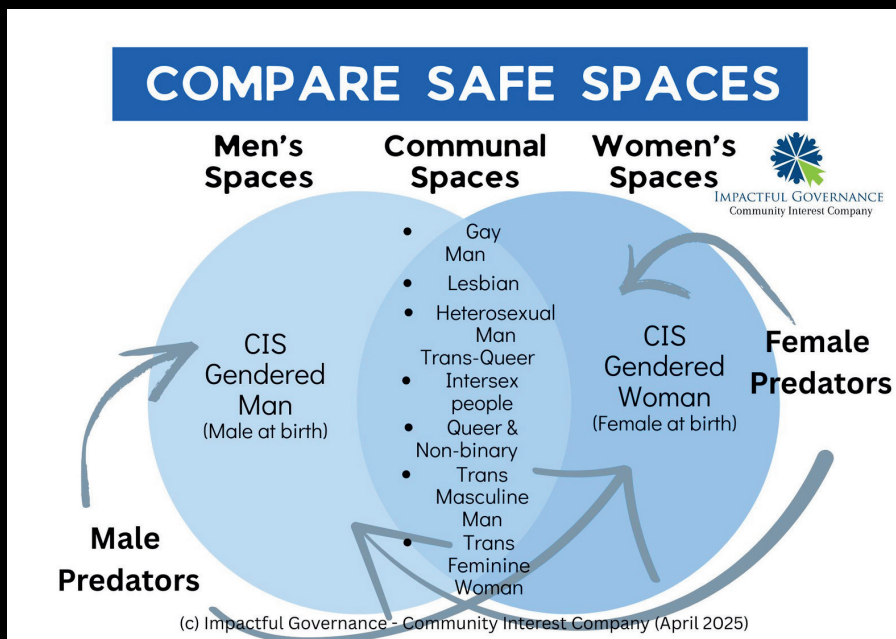
Confidential Support Provided by:



Supported by:



We challenge inequality by meeting with local politicians, councillors, and decision-makers to amplify the voices of LGBTQ+ people and speak up about critical issues, particularly around access to services and equitable representation.



We met with 10 MPs including:
Matt Turmaine, Chris Hinchcliffe,
Andrew Lewin, Alistair Strathern,
Josh Dean, Kevin Bonavia,
David Taylor, Victoria Collins, Daisy Cooper
& Dawn Butler.



We will continue conversations with the remaining Hertfordshire MPs to push for lasting, inclusive change.

Impactful Lives is a reporting centre for hate crime.

Don't ignore

HATE

REPORT IT



Stop the hate. Don't ignore it, report it. Hate crime is not acceptable.



To report an LGBTQ+ hate crime, please ask for:

**ANDREW OR
ALEX (HE/HIM)**



Impactful Lives

SUPPORTING LGBTQ+

To report to police call 101
or 999 in an emergency

Tel: 01923 231660
www.il-org.uk

COME LEAFLETING WITH US!

GO FOR OUTDOOR WALKS



Join our STAR SUPPORTERS 2025



IMPACTFUL GOVERNANCE
Community Interest Company



Funded by
UK Government



The Old Free School George Street, Watford,
Hertfordshire WD18 0BX

Email: admin@il-org.uk
Tel 01923 231 660
www.il-org.uk

