

LIBERATE
MEMBERS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2017

LIBERATE

CHARITY INFORMATION

Chair	R French	
Members	R French	(Appointed 09/03/2017)
	K Williamson	(Appointed 09/03/2017)
	A Blood	
	A Morris	
	C R May	
	V T Davy	
	G Halls	(Appointed 21/02/2017)
	H Harvey	(Appointed 09/03/2017)
	J Smith	(Appointed 09/03/2017)
	J McDermott	(Appointed 09/03/2017)
	E Tonkin-Gage	(Appointed 20/07/2017)
	L McConnell	(Appointed 18/01/2017; resigned 24/08/17)
Association of Jersey Charities No.	459	
Correspondence address	P O Box 567 St Helier Jersey JE4 5WN	
Accountants	I C N Toole & Co Augres House 16 Dumaresq Street St Helier Jersey JE2 3RL	
Office address	3 The Briery La Grande Route de Rozel St Martin Jersey JE3 6AP	
Bankers	NatWest P O Box 11 16 Library Place St Helier Jersey JE4 8NH	

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LIBERATE

MEMBERS' REPORT FOR THE YEAR ENDED 31 JULY 2017

The members present their report and financial statements for the year ended 31 July 2017.

Principal activities

The mission of the charity is to support those who identify as part of a minority or visible minority group living in the Channel Islands.

Members

The following members have held office since 1 August 2016:

R French	(Appointed 09/03/2017)
K Williamson	(Appointed 09/03/2017)
A Blood	
A Morris	
C R May	
V T Davy	
G Halls	(Appointed 21/02/2017)
H Harvey	(Appointed 09/03/2017)
J Smith	(Appointed 09/03/2017)
J McDermott	(Appointed 09/03/2017)
E Tonkin-Gage	(Appointed 20/07/2017)
L McConnell	(Appointed 18/01/2017; resigned 24/08/17)

Results

The net surplus/(deficit) for the year was £2,548 (2016 £(276)).

Members' responsibilities

The members are responsible for preparing the financial statements in accordance with applicable law and regulations.

In preparing these financial statements, the members should:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- specify which generally accepted accounting principles have been adopted in their preparation; and,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The members are responsible for keeping accounting records which are sufficient to show and explain the charity's transactions and are such as to disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with applicable law and regulations. The members are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Date 7 December 2017

R French
Chair

LIBERATE

CHAIR'S REPORT FOR THE YEAR ENDED 31 JULY 2017

In September 2016, Pride was staged for the first time across the Channel Islands with both Bailiwicks delivering a week of Pride celebrations. The week started in Guernsey and, despite heavy rain, over 2,000 people turned out to parade from Candie Gardens through St Peter Port to Market Square.

On Monday and Tuesday of Pride week, Jersey and Guernsey played host to Educate & Celebrate, a UK charity teaching teachers about equality and diversity in the classroom. Both workshops were well attended with over 40 participants in both islands. This addressed one of Liberate Jersey's aims in 2016 - to get one person trained up in each secondary school to be able to offer support to an LGBTQ youngster.

On the Wednesday, with the help of Skydive Jersey, the rainbow flag was handed over from Guernsey to Jersey and parachuted into St Aubin's Bay. Three members of the Liberate committee - Lee McConnell, Ashley Morris and Paddy Haversham-Quaid - were sponsored for Pride to make the jump.

During the summer, ASL Executive Services partnered with Liberate to ask LGBTQ islanders of their experiences in the workplace. It was the first survey of its kind to be undertaken in the islands and the results proved interesting. Announced at a breakfast briefing during Pride week, the results of the survey show that Channel Islands' workplaces have some way to go to make LGBTQ people feel as respected and included as their non-LGBTQ colleagues.

In contrast, Friday evening saw the Channel Islands' first ever Equality & Diversity Awards presented by Liberate to those organisations and individuals who put inclusion at the heart of what they do. The awards were presented by Rebecca Root, star of the BBC2 sitcom *Boy Meets Girl*, and an equality campaigner. Awards were presented in seven categories with the special award going to Social Security for their work on the Discrimination (Jersey) Law and the lifetime achievement award going to Daphne Minihane for her work with Age Concern and the Jersey AIDS Relief Group in the 1980s. The awards were judged by ITV Channel's independent diversity panel.

Pride week closed on Saturday with Jersey's Pride parade through the streets of St Helier.

Liberate would like to say a huge thank you to The Channel Islands Co-Operative Society for being lead sponsor for the second year running and Citi for also being a major sponsor of Pride 2016; G4S, Mantra Brand House, Magic Touch and Ce Soir for their sponsorship; and, Havana, Rojo, The Royal Yacht, The Pomme d'Or, Cinestef and Skydive Jersey for their support. Liberate would also like to thank all those who gave their time and effort to volunteer to make Pride week such a huge success.

Pride cost £14,677 to stage and had income of £16,755 from sponsorship, merchandise, donations, pre-Pride fundraising events, stallholders and ticket sales for the evening events - a profit of £2,078.

The Equality and Diversity Awards cost £12,036 to stage and had income of £14,592 from sponsorship and ticket sales - a profit of £2,556.

After Pride we undertook a major consultation with all those who had worked with Liberate since its inception. We used the results to develop a strategic plan for the next two years. The most important result to come from the consultation was that, for Liberate to survive as a charity, we needed to expand our work from serving the LBGT+ community exclusively and to amend the charity's constitution so that our mission is to support all minority groups. This wider focus enables Liberate to draw on a bigger pool of supporters than the LBGT+ community is able to provide. For the same reasons, Liberate Guernsey also took a similar decision to expand its focus, independently of Jersey.

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CHAIR'S REPORT FOR THE YEAR ENDED 31 JULY 2017

Using the strategic plan, over the winter of 2016/7, the committee worked to ensure that all our policies and procedures were fit for purpose; that we had the right volunteers in the right positions; and, in line with the wider focus of Liberate, had a vision that appealed to as many supporters as possible. Following the resignations of a number of committee members for various reasons, we also recruited replacement committee members, who now provide Liberate with a diverse range of experience of what it means to be part of a minority group in Jersey.

The biggest piece of work that Liberate carried out over the winter was the creation of its DIFERA scheme, a Channel Islands employer accreditation scheme that audits organisations across the six criteria of diversity, inclusion, fairness, equality, respect and acceptance. Following the successful completion of the audit, a DIFERA champions group is formed that can drive a DIFERA strategy for that organisation forward and deliver a training package to colleagues and inductees. The aim of the scheme is to provide an income stream to sustain Liberate's other non-income-producing work.

Spring 2017 saw Liberate apply to the Association of Jersey Charities, the Bosdet Foundation and the Lloyds Bank Foundation Channel Islands for a grant to fund our first employee position, a Chief Experience Officer who could maintain and grow Liberate's network of supporters and sell DIFERA into a wide variety of organisations. Liberate is extremely grateful to the Lloyds Bank Foundation in the Channel Islands for their grant that meant we could employ Paddy Haversham-Quaid as our CXO and launch the DIFERA scheme in May 2017.

Collaboration with States of Jersey departments continued including Liberate's involvement in the launch by States of Jersey Police of Truvision, the online hate crime reporting tool, and their hate crime survey. Consultation continued with the Chief Minister's department regarding same-sex marriage legislation.

In April 2017, Christian May stepped down as Chair of Liberate due to work commitments. He continues to serve as a member of the committee. The committee would like to extend their thanks to Christian for his tireless work in the early days of Liberate that got the charity on its feet and provided a solid foundation from which to continue to grow.

In May 2017, Liberate welcomed Gendered Intelligence to Jersey to deliver a two-day workshop for therapists to enable them to offer gender therapy to their clients. This is the first step in a much longer process of supplementing the gender therapy offered through Jersey's health service and the NHS, and addresses some of the problems experienced by Jersey's transgender population when accessing essential healthcare.

In July 2017, Liberate announced its first patron, Rebecca Root who hosted the first CI Equality and Diversity Awards, and we look forward to working with Rebecca again in the future.

On behalf of the committee, I want to extend our sincere thanks to everyone who supported Liberate during this financial year, especially Lloyds Bank Foundation in the Channel Islands, our sponsors, volunteers, workshop attendees, partner organisations and committee members who continue to work tirelessly for Liberate whether in education, advice and support, fundraising, events or campaigning.

R French
Chair

LIBERATE

ACCOUNTANT'S REPORT TO THE MEMBERS ON THE UNAUDITED FINANCIAL STATEMENTS OF LIBERATE

We report on the accounts for the year ended 31 July 2017 set out on pages 6 to 9.

Respective responsibilities of members and reporting accountants

As described on page 2 the members are responsible for the preparation of the accounts.

In order to assist you to fulfil your statutory responsibilities, you have instructed us to compile the annual accounts based on the accounting records maintained by the charity and the information and explanations supplied.

Basis of engagement

We have a professional duty to compile accounts which conform with generally accepted accounting principles. Our work as the compilers of the annual accounts is not an audit of the accounts in accordance with auditing standards. Consequently, our work does not provide assurances which would be available if an audit of the accounts had been carried out and, accordingly, no such assurance or opinion is given by us, whether implied or expressed.

Report

We report that, in accordance with your instructions and in order to assist you to fulfil your responsibilities, we have compiled, without carrying out an audit, the accounts from the accounting records of the charity and from the information and explanations supplied to us.

I C N Toole & Co
Chartered Certified Accountants

Date 8 January 2018

Augres House
16 Dumaresq Street
St Helier
Jersey
JE2 3RL

LIBERATE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2017

	Notes	£	2017 £	£	2016 £
Income	1		47,537		14,764
Gross surplus		100.00%	47,537	100.00%	14,764
Other income			9,848		-
			57,385		14,764
Administrative expenses			54,837		15,040
Operating surplus/(deficit)			2,548		(276)
Net surplus/(deficit)			2,548		(276)
Retained surplus/(deficit) for the year	5		£2,548		(£276)

There are no recognised gains and losses other than those passing through the statement of financial activities.

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BALANCE SHEET AS AT 31 JULY 2017

	Notes	2017 £	£	2016 £	£
Fixed assets					
Tangible assets	2		318		-
			<u>318</u>		<u>-</u>
Current assets					
Debtors	3	4,186		9,707	
Cash at bank and in hand		37,050		8,359	
		<u>41,236</u>		<u>18,066</u>	
Creditors: amounts falling due within one year	4	(15,552)		(17,764)	
Net current assets			25,684		302
Total assets less current liabilities			26,002		302
			<u>£26,002</u>		<u>£302</u>
Capital and reserves					
Restricted funds			23,152		-
Reserves	5		2,850		302
Closing funds	6		£26,002		£302
			<u>£26,002</u>		<u>£302</u>

We approve these accounts and confirm that we have made available all relevant information for their preparation. The accounts were approved by the board of members on 7 December 2017 and were signed on its behalf by:

R French
Chair

K Williamson
Treasurer

LIBERATE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2017

1 Accounting policies

1.1 Accounting convention

The accounts are prepared under the historical cost convention and in accordance with generally accepted accounting principles in the island of Jersey, incorporating United Kingdom accounting standards.

Under FRS 102 Section 1A, a small entity is not required to prepare a statement of cash flows. Consequently, no statement of cash flows has been presented in these financial statements.

1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

2 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
At 1 August 2016	-
Additions	474
	<hr/>
At 31 July 2017	474
	<hr/>
Depreciation	
At 1 August 2016	-
Charge for the year	156
	<hr/>
at 31 July 2017	156
	<hr/>
Net book value	
At 31 July 2017	318
	<hr/> <hr/>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2017

3 Debtors	2017	2016
	£	£
Debtors	3,250	3,100
Prepayments	659	6,466
GST refundable	277	141
	<hr/>	<hr/>
	4,186	9,707
	<hr/> <hr/>	<hr/> <hr/>
4 Creditors: amounts falling due within one year	2017	2016
	£	£
Trade creditors	4,376	-
Other creditors	34,328	17,764
	<hr/>	<hr/>
	38,704	17,764
	<hr/> <hr/>	<hr/> <hr/>
5 Statement of movements on reserves		Reserves
		£
Balance at 1 August 2016		302
Retained surplus for the year		2,548
		<hr/>
Balance at 31 July 2017		2,850
		<hr/> <hr/>
6 Reconciliation of movements in funds	2017	2016
	£	£
Opening funds	302	578
Surplus/(deficit) for the financial year	2,548	(276)
	<hr/>	<hr/>
Closing funds	2,850	302
	<hr/> <hr/>	<hr/> <hr/>

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DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2017

		2017		2016
	£	£	£	£
Income				
Events	1,483		1,115	
CI Pride	16,755		13,622	
Workshops	12,457		-	
DIFERA	2,000		-	
CI Equality & Diversity Awards	14,592		-	
Training	250		-	
Donations	-		27	
		<u>47,537</u>		<u>14,764</u>
Gross surplus	100.00%	<u>47,537</u>	100.00%	<u>14,764</u>
Restricted income				
Restricted income	33,000		-	
Restricted funds (carried forward)	(23,152)		-	
		<u>9,848</u>		<u>-</u>
		<u>57,385</u>		<u>14,764</u>
Expenses				
Wages and social security	10,079		-	
Insurance	1,409		-	
Computer maintenance costs	188		90	
Staff training	53		-	
Printing, postage and stationery	47		1	
Advertising	364		-	
CI Pride	14,677		12,553	
CI Equality & Diversity Awards	12,036		-	
Workshops	11,922		-	
Events	669		288	
DIFERA	1,649		-	
Travel and entertaining	918		1,561	
Accountancy	350		375	
Fundraising expense	180		-	
Subscriptions	80		15	
Donations	60		157	
Depreciation	156		-	
		<u>54,837</u>		<u>15,040</u>
Total expenses		<u>54,837</u>		<u>15,040</u>
Operating surplus/(deficit)		<u>2,548</u>		<u>(276)</u>
Net surplus/(deficit)		<u>2,548</u>		<u>(276)</u>
Retained surplus/(deficit) for the year		<u>£2,548</u>		<u>(£276)</u>