

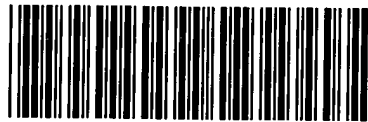
PROJECT FOR ADVOCACY, COUNSELLING & EDUCATION

(A Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2015

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PROJECT FOR ADVOCACY, COUNSELLING & EDUCATION

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2015**

Introduction

The Trustees of PACE are pleased to present their annual report and accounts for the year ended 31 March 2015.

PACE's Vision, Mission & Values

Trustees agreed new Vision, Mission and Values, as part of their strategic planning process during the year.

PACE's Vision is the best possible world for LGBT+ people.

PACE's Mission is better LGBT+ mental health.

PACE's Values are:

We are:

- **Inclusive**
- **Dynamic**
- **Collaborative**
- And we work with **Integrity**

Reference and administrative details

Project for Advocacy, Counselling & Education (PACE)

Registered charity number: 801271

Limited company number: 02217278

Address: 54-56 Euston Street, London NW1 2ES

Trustees

James Asser

Ian Brownhill

Jane Czyzelska (resigned July 2014)

Henry Davis

Emma Flowers

Martin Humes (resigned April 2015)

Rachel Jones

Richard MacMillan

Craig Muir (resigned May 2014)

Ryan Murray (resigned May 2015)

Kate Rutherford

Alice Wallace

Chief Executive Officer

Margaret Unwin (BSc MSc)

Advisors

Bankers:

HSBC Bank Plc
312 Seven Sisters Road
Finsbury Park
London N4 2AW

CCLA Investment Management Ltd
Senator House
85 Queen Victoria Street
London EC4V 4ET

Auditors:

MHA MacIntyre Hudson (Kent) LLP
31 St George's Place
Canterbury
Kent CT1 1XD

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2015**

Advisors contd

Solicitors: Russell Cooke
2 Putney Hill
London SW15 6AB

HR Advisor: JMC HR Consultancy Ltd
47 Portland Road
Bishops Stortford
Herts CM23 3SL

Structure, governance and management

PACE is a registered charity and a company limited by guarantee. PACE's governing document is its Memorandum and Articles of Association, updated in 2011.

Board of Trustees

PACE is governed by a Board of Trustees whose members collectively bring a range of skills and experience to ensure effective governance of the organisation. The Board sets the overall strategic direction of the charity, approves the operational plan and agrees and monitors the organisational budget.

Current skills represented on the Board are: business skills, voluntary sector skills, public sector management experience, PR and communications experience, fundraising skills and finance skills. Some Trustees also bring direct experience of being service users in mental health services, and in PACE.

All PACE Trustees currently identify as LGBT+. The Board reviews itself regularly to ensure it is fit for purpose and recruits new Trustees as needed to ensure the best mix of skills for PACE's current and future needs.

New Trustees receive a day induction with the CEO, senior managers and representatives from the staff team. They are provided with a comprehensive induction folder including guidance on the responsibilities of Trustees and information about PACE. At least annually there is a governance update session delivered by a governance professional, and other one-off opportunities for training are provided throughout the year, to ensure Trustees keep their skills and knowledge up to date. During 2014/15 a full day session on governance was delivered by Leading Governance. In addition Trustees hold annual planning days, one of which took place in early 14/15.

During 2014/15 the Board met bi-monthly, and in the alternate months there were meetings of the Finance Sub Committee, which provided the mechanism by which a small group of Trustees were able to scrutinise finances and fundraising in more detail. The Finance Sub Committee reported regularly to the full Board during 2014/15.

The Board delegates responsibility for the operational and day to day management of the charity to the Chief Executive, Margaret Unwin, and the senior management team. Towards the end of 2014/15 the Board agreed to a restructure of PACE, including the senior management team, to ensure the organisation was fit for purpose to deliver the operational plan. In this restructure the number of senior management posts was reduced from four to three.

The new senior management team (14/15) comprises:

- Chief Executive (responsible for the overall delivery of the organisation's objectives and plans)
- Director of Partnerships (responsible for the new learning & development unit, unrestricted fundraising, research and communications)
- Director of Service Development (responsible for delivery of all services to clients, specifically counselling, advocacy, online services and youth services)
- Director of Finance (responsible for day to day management of PACE's finances and for supporting the CEO to report to the Board and to funders)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2015

Risk assessment

Trustees and the Chief Executive review strategic risks monthly, at their meetings, to ensure key risks are fully understood by the Board, and to satisfy the Board that there are appropriate plans in place to manage and mitigate risks.

During 2014/15 key risks were identified and managed around:

- End of key funding streams for advocacy, research and virtual support, and the need to replace these
- Transfer of funding responsibilities from Department for Education to Department for Welfare and Pensions, for two of PACE's key projects, and the need to deliver on new expectations and targets
- Difficulties associated with implementation of PACE's unrestricted fundraising strategy, which had delivered less income in year one than anticipated
- The need for PACE to move offices, due to the impending end of the lease on Hartham Road, and the additional costs and service disruption associated with this move

Public benefit

Objects

PACE's objects, as set out in its Articles of Association, are for the public benefit:

- To preserve and promote the physical, mental, sexual and emotional health and wellbeing primarily of lesbians, gay men, bisexuals and transgender people and
- To advance public education in the field of HIV infection and AIDS and related issues

PACE's objectives and charitable activities relate directly to these objects and the Trustees are confident that public benefit has been delivered to PACE's key beneficiaries in 2014/15.

Success against objectives 2013/14

During 2013/14 the Board and Chief Executive agreed the following strategic objectives, as reported in the annual accounts for 13/14 (key achievements are included in the table below):

Objective	Achievements
Developing effective governance and leadership of PACE	Governance session delivered by Leading Governance in early 14/15 updated Trustee knowledge; new bi-monthly Board meetings and alternate Finance Sub Committee meetings ensured Trustees had sufficient information and effective oversight of risks; senior management restructure took place at end of 2014/15.
Developing the strategic plan	The Board agreed an overarching 'plan on a page' in early 2014/15.
Effective risk management	CEO introduced new risk paper for Board meetings in late 2014/15. This will be updated for each meeting.
Developing PACE's profile and key messaging	Press coverage and profile around release of PACE's RaRE research study this year was successful and can be built on in 2015/16.
Improving service quality and excellence	PACE continued to monitor client satisfaction across all service delivery, to ensure targets were reached. Satisfaction ranged between 75% and 100% across services. We continued to work towards a charter mark for our advocacy service, which will be completed in 2015/16.
Ensuring PACE has the resources needed to be effective	The Board continued to be appraised of and to monitor the success of the 14/15 funding strategy, and to support the CEO to deliver on this strategy, and to make changes as needed.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2015**

Key Outputs and Impacts 2014/15**1. Advocacy**

PACE's LGBT+ mental health advocacy service worked with 213 clients during the year, 34 of whom were under 25. This was down by 60 clients on the previous year (2013/14) due in part to the increasing complexity of the work with clients, and also due to unexpected lack of take-up of workshop sessions. The workshop programme is currently under review during 2015/16 to ensure it meets clients' needs.

During the year, as in 2013/14, around one-quarter of all clients who accessed PACE's advocacy service were asylum seekers. Accessing benefits and housing were key priorities for clients, closely followed by needing support in interactions with health professionals and in managing debt and finances generally. Social isolation was also reported as being a major issue for one-third of young people and for 23% of adults and we helped many clients to find out about local activities and groups in their area, and as needed our advocates attended with clients on their first visit.

PACE's work around benefits had a high success rate, with 92% of clients being granted benefits after their first ATOS assessment.

Advocates supported clients to access the correct treatment, usually their local mental health teams or social services. Advocates often also attended their appointment with clients to help them feel more calm, to speak on their behalf or to take notes for them. Advocates also supported a number of clients who had been sectioned under the Mental Health Act to ensure they were able to communicate with their consultants and able to get heard.

Comments from clients about the service they received from PACE advocates were:

"You have helped me so much, you sat down with me and talked to me, listened to me and understood where I was coming from...if I ever come across anyone who needs help, I will recommend PACE

"PACE made none of the assumptions that other healthcare providers made. Having an advocate at my ward round made a drastic difference. It went from being a 5 minute interaction to a proper discussion for 45 minutes about my treatment long term and eventual discharge"

Priorities for advocacy in 2015/16 are:

- Secure funding to ensure continuation of the advocacy service for a further three years
- Expand capacity in the team, including more hours for the Advocacy Manager
- Introduce online advocacy (subject to receipt of Big Lottery funding to ensure continuation of virtual support)

2. Counselling

PACE offers a unique therapeutic space for LGBT+ and counselling is provided by volunteer counsellors or by paid staff, depending on the service and on client needs.

During 2014/15 PACE counselling service offered a range of counselling interventions totalling 275 client contacts. Of these clients:

- Nearly half (48%) identified as BAME
- 27% identified as female; 66% as male
- 4% identified as trans*
- 62% identified as gay; 19% as lesbian; 7% as bisexual; 22% as questioning and 3% as queer

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2015**

Key Outputs and Impacts cont'd**Counselling contd**

PACE's strategic plan, developed in 13/14, positions PACE as the LGBT+ mental health charity. The plan confirms counselling as a key strand of PACE's work going forwards. The provision of counselling in 2014/15 included:

Domestic abuse counselling

PACE continued to be an active member of the London Councils-funded Domestic Abuse Partnership (DAP) comprising: PACE, Galop, Broken Rainbow, LLGS (Switchboard), and Stonewall Housing. PACE worked with a total of 65 clients in 2014/15. Of these clients over 60% identified as BAME. During the year there has been an increase in referrals from LGBT+ people seeking asylum due to homophobic abuse and intolerance from family in their country of origin. Many clients presented suffering from PTSD, and the process of detention (on arrival in the UK), whilst their asylum claim was being processed, triggered flashbacks and responses to their original trauma.

Relationship counselling

PACE offered individual online and face to face relationship counselling during the year. Healthy relationships are a key factor in achieving positive mental health, and for LGBT+ clients this is not always an easy process as there are generally no role models for young people growing up and coming out. We worked with 95 clients, 46% of whom identified as BAME. As in other services the split between male/female and between gay men/lesbian & bi women was, more or less, two thirds gay/bi men, one third lesbian/bi women. In 14/15 online relationship counselling was increasingly popular, and we carried a waiting list for most of the year. There was evidence the online service was more appealing to women.

Clients reported feeling satisfied with their therapist and felt their problems were understood. They also reported a positive impact in other aspects of their lives, including on their mental health, and in work and family. All clients reported it was important the service was LGBT+ specific. They judged PACE trustworthy and they would recommend the services to others. One client said:

"I think PACE and this service is a treasure. The service could really help people have happy, quality relationships and avoid destructive behaviour and risk taking that comes when relationships are complicated and don't work. I have already recommended the service. It's made a big difference to me already. Just being asked the right questions. No one has ever asked me them before or made me think about things from a different angle. Thanks."

Young People's Counselling

The youth counsellor saw 32 clients, of whom just under one third identified as BAME. A higher number of young people, compared to other counselling, identified as trans* (13%) and a greater number as bisexual (15%) or as questioning/queer (15%), suggesting that for young people under 18 it is critical to have a safe space where they are able to explore their sexuality with a counsellor who understands.

In 2014/15 the service was offered face to face, online/by email and by telephone.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

Key Outputs and Impacts cont'd

Trans*/non-binary young people talked to us about: their low self-worth; distress around incongruity between their bodies and sense of self; and lack of acceptance and reflection of trans* people within their communities and society. Much of the focus of PACE's work during the year was in offering a space for these young people to find a voice to communicate their gender identity to parents/friends, often with a history of dismissive or rejecting responses. For some, beginning to explore options for transitioning to their chosen gender was also discussed.

For some young men there were significant safety issues around Chemsex (sexualised drug use by men who have sex with men). The work of counselling included exploring self-esteem and self-care; discussing and minimising risk; considering the impact of prolonged drug use; and encouraging safe consensual sex, regular STI check-ups, and considering relationships outside of this scene.

The issues for young lesbians and bi-women included struggling with coming out to parents, relationship issues, and higher levels of self-harm.

Feedback from a client; "I do really appreciate this space, as you said both positive and negative things can be discussed....I really want to step back and say thank you for all your support the past few months, it's really been helpful"

Feedback from referring clinical psychologist at CAMHS; "the client is doing very well at the moment and the anxiety they describe is well below the clinical range...we agreed that they do not need any more sessions here...they appear much more secure in their identity...so a big thank you for all your support"

Fee Paying Counselling

During the year 52 clients accessed fee paying counselling, provided by an average of 7 volunteer counsellors each seeing three clients per week. Issues were varied and included body image issues, depression/anxiety and difficulty coming to terms with their sexuality, and coming out to family and friends.

During 2014/15 PACE's counselling continued to be funded via a combination of statutory contracts, charitable trust funding and client contributions. This will continue, but in 2015/16 there will be a greater focus on client contributions.

During 2015/16 we will focus on the following:

- Developing an integrated counselling unit to deliver a more flexible range of service for clients
- Managing and expanding PACE's volunteer counselling
- Reducing the current waiting lists by provision of more service
- Establishing a new family therapy service (new funding from DWP)
- Expanding young people's counselling

This plan will be supported by a new team, bringing a range of skills, knowledge and experience to ensure counselling provision continues to be dynamic, inclusive and collaborative, in line with PACE's values.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2015**

Key Outputs and Impacts cont'd**3. Training**

During the year PACE continued to finalise work on our eQuality charter mark. 10 organisations gained the charter mark, including the first Gold Award, which was awarded to Relate (Derby and South Derbyshire)

In tandem with the eQuality work we continued to provide training to mainstream organisations providing therapy support to couples, in order to improve their competence in supporting LGBT+ people who access their service. Our model is a one-day facilitated workshop delivered by PACE. Participants are given a platform to explore issues around working with difference, including: unconscious bias, heteronormativity, presumptions and lack of confidence/understanding.

During the year we worked with 236 participants in 19 facilitated sessions. Pleasingly 100% of participants reporting being 'very satisfied' or 'satisfied' with the training. Comments from participants included:

"...dispelled some myths! And improved my confidence in practising as a counsellor with LGBT+ clients. Thank you so much for a direct and inclusive approach!"

"This has been an invaluable course and should be compulsory"

"The PACE trainer's enthusiasm and passion shone through – I really enjoyed the experience!"

During 14/15 PACE secured funding from the Department for Education for a partnership project with Metro, which has similar intentions and outcomes to the previous programme. Learning from the eQuality programme – though eQuality is not specifically funded in 2015/16 - will be incorporated into the new project.

4. Research

Research is part of the bedrock on which the organisation's expertise rests. In order to provide the best possible services for LGBT+ people, PACE needs to understand the needs of the community. PACE's five year research project (2010-15) funded by Reaching Communities has been a fundamental part of this process.

Based on previous evidence according to which LGBT+ people disproportionately experience mental health issues, the RaRE project (Risk and Resilience Explored) seeks to understand the reasons why this is the case and also to identify protective factors that may promote positive mental health.

The five years of the project allowed its progress through various phases of rigorous study design and data collection that allowed the delivery of new and relevant evidence in the field of LGBT+ mental health.

The intention is to use the research evidence to influence policy and improve services and support for LGBT people.

During 2014/15 we achieved:

Conclusion of data collection

The second qualitative study and final data collection phase of the project was carried out on schedule and within target. We recruited and interviewed 23 LGBT+ people with specific profiles of interest for the study, and their data was analysed to identify themes.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2015**

Key Outputs and Impacts cont'd**4. Research cont'd**Final research report

The RaRE Report, which presented the key findings from the study, was finalised and launched (paper and PDF version) during the year - the result of a richly collaborative process including contributions from a wide range of internal and external stakeholders, most directly from the academic partners of the study.

Research Conference

The RaRE Research Conference was held at the Kings Fund in March 2015. The aims of the conference were to launch the research report, to disseminate the key findings from the RaRE Study and to initiate discussions about these findings with key stakeholders.

A total of 115 delegates from various organisations attended.

PACE received consistent high praise in regard to the organisation and delivery of the conference. There was a general consensus that a conference of this calibre and importance was *'long overdue'*, and delegates were eager to see PACE undertake similar work again in the future and were receptive to PACE's output.

Other dissemination activities

RaRE findings were featured in news pieces in the Guardian and Independent newspapers and on the BBC. Findings were also presented at major conferences in Derby, Newcastle and at a Public Health England conference in London.

The RaRE Manuscript Workshop

The Workshop was a senior and peer review step-by-step programme on crafting a scientific manuscript. There were three objectives: to boost the scientific production for RaRE; to assist eight junior LGB&T researchers to develop research and authorship skills; and to build communication and collaboration within the community.

Scientific production

One research manuscript is in final preparation for submission to a scientific journal; several other manuscripts are in various stages of preparation. A book chapter about the body image issues of older men ('I am Getting Old and That Takes Some Getting Used To': Dimensions of body image for older men') will be published in 2016.

Change support programme

RaRE's findings about young LGBT people's suicide and self-harm have influenced two LGBT suicide prevention toolkits developed by the Royal College of Nursing/ Public Health England.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2015**

Key Outputs and Impacts cont'd**5. Virtual Support**

2014/15 was year three of the Virtual Support Project, funded by Big Lottery. An external evaluation of the service was completed during the year and this produced clear evidence of the broad reach of the service. During the year a team of four part-time paid staff and 22 volunteers offered clients a range of forms of information, guidance and support, in the virtual space. The service operated extended hours, including evenings, weekends and holiday periods when other services are closed. Service users were able to get peer support by joining chat sessions or contributing to the message boards.

Traffic to and through the site continued to be high. There were 1,445 downloads of PACE factsheets, the most popular being on: Coming out, Relationship Support, Trans* Issues, Depression and Mindfulness.

The most popular Virtual Support pages to be visited were the Message boards and the Fact sheets, followed by the Well Being Assessment, News and Blogs and One-2-one chat.

By the end of March 2015 there were 1687 registered website users, of who 717 registered during 2014/2015. There were a total of 194,838 page views, 58,716 sessions and 37,557 unique visitors of the site during the year.

Of these clients:

- 33% identified as BAME
- 32% identified as female; 44% as male and 4% identified as trans*
- 25% are 13-24 years old, 30% are between 25-34 years old, 12% are between 45-54 years old, 3.5% are between 55-64 years and 1% are 65 years or older
- 45% lived in London and 13% lived in surrounding counties (Sussex, Kent, Essex, Middlesex, Surrey, and Hertfordshire). The remainder spread across England with Yorkshire housing a significant number

80% of service participants reported they felt a little or a lot better after using the service. With 90% of one to one chat and live chat users reporting an improvement in their wellbeing as a result of receiving the online report. Comments from participants included:

"The two 121 chats I had were a huge help for me. It was the first time I'd openly discussed my feelings with anyone and the encouragement I got to think of next steps was hugely helpful. It was great to speak to someone who understood the issues"

"I have only used the online non-interactive services so far. This has helped me put things into perspective and I know where to go should I need further help"

Objectives for virtual support in 2015/16 are:

- To secure continued funding for a further three years from Big Lottery
- To deliver new forms of support, including online advocacy and more online counselling
- To continue to develop and enhance volunteer involvement in service delivery and to specifically build on peer support

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2015**

Financial Review

PACE had incoming resources for the year of £625,938 (2014: £813,134) and resources expended of £780,259 (2014: £835,123), giving an expected net deficit of £154,321 before transfers.

The unrestricted fund balance is now reduced to £265,737 (2014: £411,269) and the restricted funds is now £41,446 (2014: £50,235).

PACE continues to hold both restricted and unrestricted reserves. The restricted reserves represent unspent balances of funds given to PACE for specific activities that will be spent in the next financial year.

The unrestricted funds of PACE are the designated and undesignated (general funds).

The undesignated funds are to cover any shortfall in PACE's activities so that minimal disruption to PACE's vital services occurs.

For the past few years PACE has had three designated funds:

- 1 The Contractual Commitments fund was established to cover redundancy, maternity and long-term sickness and other unforeseen staffing costs. It also provides funds to cover for the lease of the main charity premises in the event of organisational closure prior to the completion of the lease
- 2 Building and Equipment fund was established to provide for the maintenance and cyclical internal and external decoration and of the premises
- 3 The Relocation fund was established to cover cost of PACE moving to a new building, which was planned for 2014

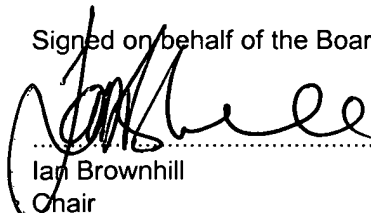
Since the move was completed in 2014 to the Euston Street premises, the relocation fund of £30,000 has been utilised and is not needed for the foreseeable future.

Trustees propose to maintain two main designated funds, at levels to be agreed by Trustees during 2015 and going forwards. These designated funds will be the Contractual Commitments fund and the Buildings & Equipment Fund. The levels of these funds will be disclosed in the Trustees' Annual Report.

The third designated fund is for the spends on Leasehold Improvements to the new building. These costs have been capitalised and will be depreciated over the life of the lease.

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Signed on behalf of the Board for issue on 21 September 2015 by:



.....
Ian Brownhill
Chair

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF PROJECT FOR ADVOCACY, COUNSELLING & EDUCATION

I report on the accounts of the company for the year ended 31 March 2015 which are set out on pages 12 to 28.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



D Cochrane-Dyet FCA
MHA MacIntyre Hudson
Chartered Accountants
31 St George's Place
Canterbury
Kent CT1 1XD

Date: 21 September 2015

STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2015

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2015 £	Total 2014 £
Incoming resources					
Incoming resources from generated funds					
Voluntary income	3	18,069	-	18,069	18,945
Activities for generating funds		10,090	-	10,090	63,354
Investment income		792	-	792	581
Incoming resources from charitable activities	3	63,600	530,514	594,114	724,254
Other incoming resources		2,873	-	2,873	6,000
Total incoming resources		95,424	530,514	625,938	813,134
Resources expended					
Costs of generating funds		43,457	-	43,457	28,568
Charitable activities		134,878	543,743	678,621	756,352
Governance costs		58,181	-	58,181	50,203
Total resources expended	4	236,516	543,743	780,259	835,123
Net (expenditure)/net outgoing resources for the year before transfers		(141,092)	(13,229)	(154,321)	(21,989)
Transfers between funds	11	(15,572)	15,572	-	-
Net income/(expenditure) for the year after transfers		(156,664)	2,343	(154,321)	(21,989)
Total funds brought forward		411,269	50,235	461,504	483,493
Total funds carried forward		254,605	52,578	307,183	461,504

BALANCE SHEET
AS AT 31 MARCH 2015

		2015	2014
	Notes	£	£
Fixed assets			
Tangible assets	7	28,318	10,360
Investments	8	<u>120,100</u>	<u>120,100</u>
Total fixed assets		148,418	130,460
Current assets			
Debtors	9	108,954	69,368
Cash at bank and in hand		<u>135,274</u>	<u>339,885</u>
Total current assets		244,228	409,253
Creditors: Amounts falling due within one year	10	<u>(85,463)</u>	<u>(78,209)</u>
Net current assets		<u>158,765</u>	<u>331,044</u>
Net assets		<u>307,183</u>	<u>461,504</u>
Funds			
Restricted funds	11	52,578	50,235
Unrestricted funds			
Designated	12	186,134	208,193
General	12	<u>68,471</u>	<u>203,076</u>
Total funds		<u>307,183</u>	<u>461,504</u>

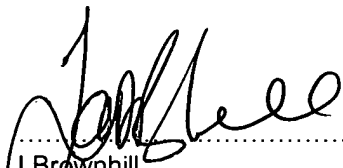
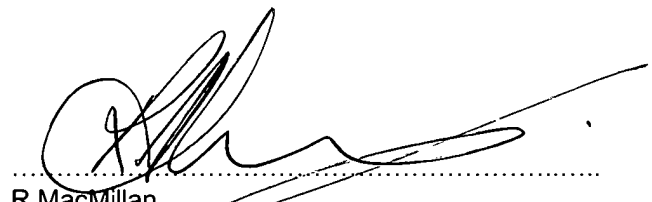
**BALANCE SHEET
AS AT 31 MARCH 2015**

For the financial year ended 31 March 2015 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial period and if its profit or loss for the financial period in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions of Companies Act 2006, relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Signed on behalf of the Board for issue on 21 September 2015 by:


.....
I Brownhill
Chair
.....
R MacMillan
Treasurer (acting)

Company No 02217278

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

1 Accounting Policies

- (a) The financial statements are prepared under the historical cost convention.
- (b) The financial statements have been prepared in accordance with the Financial Reporting Standards for Smaller Entities (FRSSE; effective April 2008) and follow recommendations in Accounting and Reporting by Charities; Statement of Recommended Practice (SORP 2005) issued by the Charity Commission in March 2005.
- (c) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received.
- (d) Income from activities for generating funds is included in the Statement of Financial Activities when it is received.
- (e) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are received or receivable, whichever is the earlier unless they relate to a specified future period in which case they are deferred.
- (f) All other income is accounted for on an accruals basis.
- (g) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.
- (h) Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and are available as general funds. The general funds are utilised as working capital for the financing of day to day activities.
- (i) Designated funds are unrestricted funds earmarked by the Executive Committee for particular purposes.
- (j) Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT which cannot be recovered and is reported as part of the expenditure to which it relates.
- (k) Resources expended comprise all costs associated with each type of activity, including support costs. Support costs, which include staff salaries together with other support costs, are allocated to the activities of the organisation based on direct project expenditure.
- (l) The expenditure category 'Charitable activities' comprises all costs incurred for the provision of counselling, employment, advice, helpline, advocacy, relationship support, youthwork and research activities.
- (m) Cost of generating funds comprises all costs relating to fundraising activities.
- (n) Governance costs comprise the costs relating to the general running of the charity as opposed to the direct management functions inherent in service delivery. These activities provide the governance infrastructure which allows the charity to operate and to generate the information required for public accountability. Expenditure includes staff time and other direct items such as external audit.
- (o) Tangible fixed assets are stated at cost less depreciation.
Depreciation is provided on all tangible assets above £500 at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:-

Leasehold improvements	-	over the remaining life of the lease
Fixtures, fittings and equipment	-	4 years
Computer Software	-	4 years

Depreciation is charged in full in the year that assets are brought into use.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**
1 Accounting Policies (contd)

- (p) Investments are stated at market value at the balance sheet date.
- (q) The level of all reserves are reviewed by the trustees at least once during each financial year. As part of this review, they evaluate whether the balances on the designated funds accurately represent likely future costs. Any under or over provisions are dealt with by transfers between these funds and, where applicable, the General Funds.
- (r) Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

2 Net incoming resources	2015	2014
	£	£
This is stated after charging:		
Depreciation of tangible fixed assets	9,845	10,838
Auditors remuneration - independent examination/audit fee	3,880	8,700
	<u>13,725</u>	<u>19,538</u>

3 Incoming resources
3. (a) Voluntary income

Included in voluntary income are the following grants for core costs and other central activities:-

	2015	2014
	£	£
Mrs. Brown & Mount Trust	5,000	-
Will Young	-	10,000
Other Donations	13,069	8,945
	<u>18,069</u>	<u>18,945</u>

3. (b) Activities for generating funds

	2015	2014
	£	£
Online Giving	7,413	12,776
Employee secondment	-	20,695
Training income	-	2,650
Bright Night	-	23,219
TLI Project	-	3,000
General fundraising	2,677	1,014
	<u>10,090</u>	<u>63,354</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

3 Incoming resources	Unrestricted	Restricted	2015 Total	2014 Total
	£	£	£	£
3. (c) Charitable activities				
Counselling				
DfE Couples Counselling	-	26,475	26,475	14,287
London Borough of Hackney Counselling Services	-	26,865	26,865	28,488
	28,729	-	28,729	29,482
Sub-total for Counselling	28,729	53,340	82,069	72,257
Employment				
Trust for London	-	-	-	7,500
Sub-total for Employment	-	-	-	7,500
Advice, Helpline & Advocacy				
Comic Relief	-	51,297	51,297	49,802
Other Small Grants	-	-	-	600
Henry Smith	-	30,800	30,800	30,100
Big Lottery Fund: Reaching Communities	-	81,542	81,542	79,302
National LGBT Partnership	2,900	-	2,900	7,500
Sub-total for Advocacy	2,900	163,639	166,539	167,304
Relationship support				
DfE Relationship Support	-	58,948	58,948	58,422
DfE Marriage Care	-	41,574	41,574	33,646
DfE Trainer	-	25,000	25,000	24,998
Galop - Domestic Violence	-	33,672	33,672	34,518
Sub-total for Family Services	-	159,194	159,194	151,584
HIV Prevention & Sexual Health				
Pan London HIV Commissioners	-	-	-	152,740
Sub-total for HIV Prevention & Sexual Health	-	-	-	152,740
Youthwork				
Children in Need	-	26,588	26,588	32,585
Hackney Youth	13,218	-	13,218	13,218
Stonewall Housing	18,753	-	18,753	18,750
Sub-total for Youthwork	31,971	26,588	58,559	64,553
Research				
Big Lottery Fund	-	108,753	108,753	108,316
Sub-total for Research	-	108,753	108,753	108,316
Other				
Lloyds Foundation	-	19,000	19,000	-
Sub-total for Research	-	19,000	19,000	-
Total incoming resources from charitable activities	63,600	530,514	594,114	724,254

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

4 Total resources expended

	Direct costs of activities £	Support costs £	Total 2015 £	Total 2014 £
Activity :				
Counselling	57,811	33,057	90,868	65,198
Employment	-	-	-	6,459
Advice, Helpline & Advocacy	107,187	61,290	168,477	174,726
Relationship Support	105,049	60,069	165,118	138,550
HIV Prevention & Sexual Health	-	-	-	145,882
Youthwork	54,173	30,975	85,148	89,085
Research	107,525	61,485	169,010	136,452
Fundraising	27,647	15,810	43,457	28,568
Governance	37,010	21,171	58,181	50,203
Total resources expended	496,402	283,857	780,259	835,123

The breakdown of the direct costs of activities and support costs is given in notes 3.1 and 3.2

PROJECT FOR ADVOCACY, COUNSELLING & EDUCATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015

4 Total resources expended

4.1 Direct costs of activities

								Total	Total
	Counselling	Advice, Helpline, Advocacy	Relationship Support	Youthwork	Research	Fundraising	Governance	2015	2014
	£	£	£	£	£	£	£	£	£
Wages and Ers NI	40,154	91,636	88,306	47,532	71,576	25,193	24,682	389,079	387,188
Sub-Contractors	-	5,264	3,650	-	13,359	525	6,200	28,998	100,269
Recruitment	180	285	850	-	-	195	-	1,510	2,639
Staff Training	2,255	1,217	1,190	1,595	500	294	-	7,051	10,321
Redundancy	-	-	-	2,400	-	-	-	2,400	2,902
	42,589	98,402	93,996	51,527	85,435	26,207	30,882	429,038	503,319
Advertising	1,640	1,335	687	-	5,546	-	-	9,208	17,403
Workshop Expenses	18	69	7,472	72	13,096	-	-	20,727	6,174
Audit/Independent Examination Fees	-	-	-	-	-	-	3,880	3,880	8,700
Legal Fees	-	-	-	-	-	-	354	354	2,040
Board Expenses	-	-	-	-	-	-	1,163	1,163	2,003
Trustee Insurance	-	-	-	-	-	-	731	731	1,120
Fundraising Expenditure	-	-	-	-	-	1,440	-	1,440	19,449
Other Direct Costs	13,564	7,381	2,894	2,574	3,448	-	-	29,861	30,476
	57,811	107,187	105,049	54,173	107,525	27,647	37,010	496,402	590,684

PROJECT FOR ADVOCACY, COUNSELLING & EDUCATION

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015

4 Total resources expended

4.2 Support costs allocated to activities

								Total	Total
	Counselling	Advice, Helpline, Advocacy	Relationship Support	Youthwork	Research	Fundraising	Governance	2015	2014
	£	£	£	£	£	£	£	£	£
Staff Costs									
Wages and Ers NI	14,593	27,056	26,517	13,675	27,142	6,979	9,343	125,305	121,165
Sub-Contractors	2,945	5,461	5,352	2,760	5,478	1,409	1,886	25,291	17,032
Recruitment	886	1,643	1,610	830	1,648	424	569	7,610	5,455
Staff Training	208	386	379	195	388	100	134	1,790	1,999
Redundancy	-	-	-	-	-	-	-	-	-
Total Staff Costs	18,632	34,546	33,858	17,460	34,656	8,912	11,932	159,996	145,651
Premises	5,334	9,890	9,693	4,998	9,921	2,551	3,415	45,802	46,705
Relocation	2,569	4,763	4,668	2,407	4,778	1,229	1,645	22,059	-
I T Costs	1,692	3,137	3,075	1,586	3,147	809	1,083	14,529	12,855
Professional services	852	1,579	1,548	798	1,584	407	545	7,313	2,117
Depreciation	1,147	2,125	2,083	1,074	2,133	548	735	9,845	10,838
Other Office Expenses	2,831	5,250	5,144	2,652	5,266	1,354	1,816	24,313	26,273
	<u>33,057</u>	<u>61,290</u>	<u>60,069</u>	<u>30,975</u>	<u>61,485</u>	<u>15,810</u>	<u>21,171</u>	<u>283,857</u>	<u>244,439</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

5 Staff costs and numbers

	2015	2014
	£	£
Salaries	474,662	465,703
Social security costs	39,719	42,650
Redundancy	2,400	2,902
	<u>516,781</u>	<u>511,255</u>

The number of full time equivalent paid employees (part-time and full-time) during the year was:

	2015	2014
	Number	Number
Counselling	1	1
Employment	-	1
Advice, Helpline, Advocacy	4	2
Relationship Support	3	2
HIV Prevention & Sexual Health	-	1
Youthwork	1	2
Research	2	2
Fundraising & Support	3	3
	<u>14</u>	<u>14</u>

No employee earned more than £60,000 in the year (2014 - nil)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

6 Taxation

All income is applied for charitable purposes and therefore any surplus is exempt from corporation tax.

7 Tangible fixed assets

	Leasehold improvements £	Fixtures, fittings & equipment £	Computer Software £	Total £
Cost				
At 1 April 2014	223,525	58,049	12,344	293,918
Additions in year	22,621	5,182	-	27,803
Disposals in year	(223,525)	(9,816)	-	(233,341)
At 31 March 2015	22,621	53,415	12,344	88,380
Depreciation				
At 1 April 2014	222,964	48,609	11,985	283,558
Charge for year	561	8,925	359	9,845
Disposals in year	(223,525)	(9,816)	-	(233,341)
At 31 March 2015	-	47,718	12,344	60,062
Net Book Value				
At 31 March 2015	22,621	5,697	-	28,318
At 31 March 2014	561	9,440	359	10,360

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

8 Investments	2015 £	2014 £
Market value at 1 April 2014 & 31 March 2015	120,100	120,100
Investments have been held for income appreciation. The investment is with CCLA Investment Management Ltd in a COIF Charities Deposit Fund		
9 Debtors	2015 £	2014 £
Accounts receivable	58,513	42,702
Other debtors (due after more than one year)	16,388	-
Prepayments	5,712	14,478
Accrued income	28,341	12,188
	108,954	69,368
10 Creditors: Amounts falling due within one year	2015 £	2014 £
Sundry creditors	46,433	41,573
Taxation and social security	11,086	-
Accruals	24,910	14,285
Deferred Income	3,034	22,351
	85,463	78,209

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

11 Movement on restricted funds

	1 April 2014	Incoming resources	Outgoing resources	Transfers	31 March 2015
	£	£	£	£	£
Counselling					
DfE Couples Counselling	(5,449)	26,475	36,598	15,572	-
London Borough of Hackney (formerly City & Hackney Primary Care Teaching Trust)	(852)	26,865	24,478	-	1,535
Gay London Police Monitoring Group (GALOP)	3,186	33,672	34,352	-	2,506
Employment					
Trust for London	2,787	-	-	-	2,787
Advice, Helpline, Advocacy					
Comic Relief	4,102	51,297	49,761	-	5,638
Henry Smith	1,463	30,800	29,285	-	2,978
BLF: Reaching Communities	14,929	81,542	79,261	-	17,210
The Kings Fund	3,771	-	3,771	-	-
Department for Education					
eQuality Charter Mark	4,432	58,948	57,314	-	6,066
Marriage Care	7,370	41,574	35,036	-	13,908
Trainer	545	25,000	24,628	-	917
Youthwork					
Children in Need	4,729	26,588	25,879	-	5,438
Research					
The Big Lottery Research project	9,222	108,753	124,380	-	(6,405)
Other					
Lloyds Foundation	-	19,000	19,000	-	-
	<u>50,235</u>	<u>530,514</u>	<u>543,743</u>	<u>15,572</u>	<u>52,578</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

11.1 Narrative on Restricted Funds**Counselling:****Department for Education - Couples Counselling**

Funding over two years from DfE to provide face to face, telephone and online counselling. The aim of the programme is to improve relationship quality and assist with separation. We currently have one volunteer counsellor and are about to employ a part time online counsellor to alleviate the deficit from unmet targets.

London Borough of Hackney (formerly City and Hackney Primary Care Teaching Trust)

Funding to provide up to 10 sessions of individual counselling to LGBT clients living in the boroughs of City & Hackney over 1 year. The funding has been extended for another year.

Gay London Police Monitoring Group (GALOP)

Funding for the Partnership provided by London Councils to provide a pathway of services for LGBT victims/survivors of domestic abuse. PACE will also run two workshops per year for survivors.

Advocacy:**Comic Relief**

Money received to deliver mental health advocacy to LGBT people experiencing mental health problems. The project outcomes are to enable clients to have greater access to appropriate services, and to express their needs to service providers.

Henry Smith

Money received towards three years' running costs of an advocacy service for people who are lesbian, gay, bisexual or transgender who have mental health problems in London.

Big Lottery Fund - Reaching Communities

Funding received for three years to provide support to isolated individuals using an online platform with LGBT people providing peer support.

The Kings Fund

Money to deliver volunteer led one to one advocacy. The remainder of this fund was used in the Dissemination of the RaRE Research conference

Department for Education**eQuality Charter Mark:**

Funding received for two years to develop a new charter mark standard for mainstream relationship support organisations working with LGBT people to improve their delivery to this client group. The project will also deliver Family Therapy, Family Mediation & Couples Counselling to inform good practice guidance in the development of the charter mark.

Department for Education contd**Marriage Care**

Funding received for two years to develop support workshops for LGBT+ people to explore how to have healthy relationships; getting serious and thinking about becoming parents. Workshops takes place face to face and also online.

Trainer

Funding received for two years to train counsellors and therapists in mainstream settings to become 'Expert Practitioners' with LGBT+ clients - the training will 'contribute to the development of skilled relationship support specialists'.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

11.1 Narrative on Restricted Funds (contd)**Youthwork:****Children in Need**

Money received to deliver counselling to young people under 18 years old across London who are at risk of self harm or suicide. The project outcomes are to reduce isolation, self harm, anxiety and depression, and increase self worth, coping skills and confidence. With continuation funding from January 2013, the project was extended for young people to access SMS, email and online support.

Research:**Big Lottery Research Project**

PACE LGBT Mental Health Inequalities Research Project is funded to research existing evidence of the significant elevated risks of (a) Attempted suicide amongst LGBT young people, (b) Alcohol dependence amongst lesbian and bisexual women, (c) Eating and body image problems amongst gay and bisexual men by seeking to understand which LGBT people are more likely to experience these problems, and why and what protects against these problems. The findings of the research project will inform service delivery of mainstream and specialist organisations to improve the ability to target and provide services for LGBT people experiencing or at risk of the above mental health issues.

Other:**Lloyds Foundation**

Funding towards CEO salary.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

12 Movement on unrestricted funds

	1 April 2014	Incoming resources	Outgoing resources	Transfers	31 March 2015
	£	£	£	£	£
Designated Funds:-					
Contractual Commitments	109,539	-	-	-	109,539
Building and Equipment	68,654	-	(5,485)	(13,619)	49,550
Leasehold Improvements	-	-	-	27,045	27,045
Relocation	30,000	-	(16,574)	(13,426)	-
Total Designated Funds	208,193	-	(22,059)	-	186,134
General Funds	203,076	95,424	(214,457)	(15,572)	68,471
Total Unrestricted	411,269	95,424	(236,516)	(15,572)	254,605

The Contractual Commitments fund was established to cover redundancy, maternity and long-term sickness and other unforeseen staffing costs. It also provides funds to cover for the lease of the main charity premises in the event of organisational closure prior to the completion of the lease.

Building and Equipment fund was established to provide for the maintenance and cyclical internal and external decoration and of the premises. Some of this fund has been spent on the move to a new building.

The Relocation fund was created to cover costs to move to a new building in 2014. £49,104 has been spent so far between this fund and the Building and Equipment Fund.

Leasehold Improvements are costs that have been spent on getting the new building to working standard. These costs have been capitalised over the lease period and subsequent funds will be released to cover the depreciation costs. The balance in this fund represents the NBV of leasehold improvements on the new premises of £22,621 and fixtures and fittings in the new building of £4,424 that were funded by the relocation fund.

13 Analysis of net assets between funds

	Restricted £	Unrestricted £	Total £
Total fixed assets	-	148,418	148,418
Current assets	52,578	191,650	244,228
Creditors: Amounts falling due within one year	-	(85,463)	(85,463)
	52,578	254,605	307,183

14 Trustee remuneration and expenses

The trustees received no remuneration in the year and one Trustee (2014 - nil) was reimbursed for expenses of £132 (2014 - nil) during the year.

PACE paid Trustee Indemnity Insurance of £1,410 for 2014-15, and £1,120 for 2013-14.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2015**

15 Financial Commitments

At 31 March 2015, the charity had annual commitments under non-cancellable leases as follows:-

	Land & Buildings 2015 £	Other 2015 £	Land & Buildings 2014 £	Other 2014 £
Expiry date:				
Within one year	-	-	32,500	-
Within two to five years	-	1,211	-	-
More than five years	49,166	-	-	-
	<u>49,166</u>	<u>1,211</u>	<u>32,500</u>	<u>-</u>