

Annual Report 2009-2010

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EACH has a crucial role in supporting targets of homophobic and transphobic incidents, plus signposting to other wrap-around services as appropriate. Their expertise is invaluable and bodies such as ours rely on their insight when we tackle this form of Hate Crime.

Kay Wozniak
District Commander
North Somerset Police



What is EACH?

Educational Action Challenging Homophobia is the award-winning charity for adults and young people affected by homophobia or transphobia. It is also a not-for-profit training agency for employers and organisations committed to realising an equal and safe working environment for all regardless of age, sex, ability, ethnicity, faith, transgender identity or sexuality.

EACH delivers consultancy and training to the primary, secondary and tertiary education system, Children and Young People's Services, Criminal Justice System, county and city councils, Health, Fire and Rescue, Libraries, Youth, Housing and Social Services, registrars, trade unions and the third sector.







EACH's national, freephone Actionline: 0808 1000 143 for young people affected by homophobic bullying is available 9:00am to 4:30pm every weekday. It gives callers the opportunity to receive confidential help and support.

The Actionline also provides a confidential homophobic or transphobic incident reporting service for adults who live, work or socialise in the West of England.

Reporting of homophobic or transphobic incidents can also be made via our website www.eachaction.org.uk

EACH is a company limited by guarantee and a registered charity governed by its memorandum and articles of association.

For further information visit www.eachaction.org.uk

-  **Actionline and Website**
-  **Phobic Incident Reporting**
-  **Support to Schools**
-  **Reach Young People's Project**
-  **Challenging Cyber Bullying**
-  **Training and Consultancy**

Options for reporting incidents to EACH:

- 1 Phone - actionline or office
- 2 Online reporting form
- 3 Email direct reporting
- 4 Referral - Police/Council/Housing/other agency
- 5 Outreach sessions on the gay scene
- 6 Face-to-face in the community
- 7 Self-reporting forms
- 8 Leaflets & posters
- 9 Website links

In 2009-2010 EACH:

received:

700+ Actionline calls

delivered:

62 Training sessions

attended:

9 Training sessions

hosted:

26 Outreach / Drop-ins

25 Reach Youth Project sessions

attended:

114 Meetings

17 Conferences

24 Case review panels

9 PAHC meetings

3 SPAHC meetings

5 RHINS meetings

7 SceneWATCH sessions

and

233 agencies received resources

PAHC - Partnership Against Hate Crime

SPAHC - Strategic Partnership Against Hate Crime

RHINS - Reporting Hate Incidents in North Somerset

EACH website statistics

10,084 visits from 111 countries

7,583 new visits

No.	From:
8,377	115 cities in the UK
1,278	Bristol
239	Bath
498	United States
170	Australia
131	Canada
65	Netherlands
63	Germany
55	Ireland
35	France
33	Mexico

Data recorded by Google Analytics between August 2009 and July 2010



Front Cover:

The flag flying at the IDAHO Conference
- International Day Against Homophobia -
held at Essex Police Headquarters, Chelmsford.



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Introduction

It is a tribute to the skilful leadership of EACH's Executive Director and the commitment of our staff that so much has been achieved in the last year. The Trustees are very conscious that such achievements have been secured against a background of extraordinary uncertainty and difficulty generated by the global financial crisis.

As I reported last year, our bid to the Big Lottery to develop EACH's work with young people was successful in securing funding for our five-year REACH project. Based initially in Bath and North East Somerset, the core project is under way, focusing on building the personal confidence, assertiveness and skills of a group of LGBT young people. They will initiate their own programme of presentations to staff in local schools to challenge homophobia and prejudice, the aim being to build a network of peer mentors to provide support to young people across Bath and North East Somerset, North Somerset, South Gloucestershire and Bristol.

As well as the demands of managing EACH's support services, Jonathan Charlesworth's busy programme has included delivering headline speeches at major conferences and seminars, numerous training sessions and advisory meetings for local authorities, the police, the Crown Prosecution Service and many other bodies. This work has taken him to many locations across the UK including Bradford, Hull, Reading, Chelmsford, London and Carmarthen.

Russell Davies joined EACH in January as Support Services Coordinator and has developed a number of initiatives to increase the reporting of homophobic hate crime. Outreach work is building coordinated partnerships with police officers, gay venue managers and customers: improving their confidence to disclose phobic incidents. Other initiatives are aimed at reaching and providing guidance and support to those outside

the 'gay scene' who are experiencing homophobia and transphobia. The significant increase in casework and reports reflect the impact Russell is having on this vital work.

In April, Emily Hallett was appointed REACH Project Coordinator. Her first report outlining the activities of the core youth group makes fascinating reading, not least because the young people are devising their own programme ranging from kayaking to cooking, photography and film scripts. We are looking forward to some exciting outcomes from their Peer Mentoring Project.

We were sorry indeed to lose the highly professional services of our Office Manager, Birgit Nicklitzsch, for family reasons. Birgit's ever calm, efficient approach was greatly valued by the staff and Trustees.

In line with recommended practice by NAVCA, the Trustees completed their adoption of a full cost recovery approach to financial management, which will be implemented in the next financial year. It is anticipated that financial reporting for funders' monitoring and evaluation requirements will be made even more efficient.

Especially welcome was the successful renewal of our core funding which will permit EACH's Support Services to be fully maintained in the coming year.

At the end of this report for the financial year I have written about the uncertainties that face EACH and other UK charities given the deficit reduction strategy of the new government. This charity was prudent and mended the roof whilst the sun was shining, in setting aside reserves to mitigate irregularities in funding streams. Whether however, EACH will be able to continue to deliver its high quality support services is far from clear.

Denys Robinson Chair of EACH



Executive Director's Report and the EACH AGM 2009

In our eighth year of operation, I am proud to report that we have maintained and enhanced our support service provision to targets of homophobic and transphobic (phobic) incidents both locally and nationally. Since EACH's establishment in 2003, we have worked with transgender clients via Actionline support and casework. It was timely therefore that we formally assimilated this gender identity issue into our constitution and throughout the year we've worked closely with transgender experts and clients themselves in addition to our clients experiencing homophobia.

We've also continued to deliver highly praised training to the public, private and voluntary sector, forming links with new colleagues in, for example, the Education, Prison, Police, Fire and Health Services whilst maintaining those established in local government, libraries, social services and the criminal justice system. I am pleased to report our continuing national and local work with various bodies and agencies and, of course, many new initiatives, in addition.

Our work in young people's settings remains a core aspect of our service delivery and we have responded to several invitations to work with a variety of educationalists and cross-sector agencies.

Throughout the year we have worked with schools and youth services in Bristol, Bath and North East Somerset and South Gloucestershire: funding from the latter,

allowing EACH to support staff in its schools into this academic year. I am particularly delighted we have funding to maintain assistance to Bristol's schools with the support of the Safer Bristol Partnership and trust that its neighbouring authorities will be able to fund this aspect of anti-bullying work next year.

Very successfully in operation since 2003, we continue to source funding towards our Actionline and Online Reporting Service for children and young people experiencing homophobic bullying and we regularly receive calls to support a young person both regionally and nationwide.

As important as our support and schools' focussed work with young people, of course, are our Incident Reporting Service and Reach projects: both of which are developing apace and the reports which follow record highlights of these and our other work between August 2009 and July 2010.

I should like to thank our volunteers, Dave Brown and Aeneas Tole and especially our former Office Manager, Birgit Nicklitzsch who after three loyal years with EACH has moved on to a new and exciting stage in her life. I'd also like to extend my gratitude to EACH's eight trustees for all their contributions and teamwork both behind and in front of the scenes.

I'm sure you'll enjoy reading the accounts from our staff and other contributors to this year's Annual Report.

Jonathan Charlesworth Executive Director

EACH AGM 2009 - report

Our Annual General Meeting last year was kindly hosted by the Crown Prosecution Service at its Avon and Somerset Headquarters at Froomsgate House, Bristol.

Our guest speaker, **Barry Hughes**, Chief Crown Prosecutor – delivered a powerful speech about homophobic crime, a précis of which follows:

"I regard the way that we deal with Hate Crime as a litmus test of our fairness. Hate crime is corrosive; by attacking the vulnerable and those perceived as vulnerable, it creates divisions within and between the communities we serve. Although targeted at minorities, the erosion of community confidence affects us all. We cannot say that we are proud to live in a safe society if some members of that society live in fear of what will happen to them because of the colour of their skin, their age, their disability or their sexuality.

The robust and fair prosecution of hate crime is the hallmark of a modern, effective prosecution service. By showing excellence in prosecuting these often hard to reach crimes, we can increase public confidence not only in our handling of hate crime but in the way we deal with the fuller range of offences that we prosecute on behalf of the whole community.

We have hate crime laws because we recognise the

particular harm these crimes inflict on whole communities. We recognise that they represent a crude assault on human rights.

Victims suffer on many levels. They lose the fundamental freedom to live their lives the way they want, and to live without fear. A failure to tackle this not only makes us complicit, but it also disempowers the courts from sentencing appropriately to reflect accurately culpability and harm. This is why I believe that our approach to prosecuting hate crime is so important.

The CPS has measured its performance in handling homophobic crime in recent years. In the year 2006-07, the Service prosecuted 822 homophobic crime cases with a 73% conviction rate. At the end of 2007-08, we had dealt with 995 homophobic crime cases with a 78.2% conviction rate. This is over a 100% increase in recorded cases since 2004 together with an 8.2% improvement in successful outcomes. We remain steadfastly committed to prosecuting such crimes whenever the evidence warrants and where it is in the public interest to do so.

We view homophobic crimes as particularly serious because they are motivated by discrimination and hate, and strike at the very diverse nature of our society. I am proud of the extent to which our CPS prosecutors stand



EACH AGM 2009 - report



Barry Hughes
Chief Crown Prosecutor
Crown Prosecution Service SW



Paula Bromley
Principal Youth Officer
B&NES's Youth Service



Rhiannon Prys-Owen
Anti-Bullying Alliance
South West Regional Adviser

up and defend these charges, when they are criticised in some quarters for being politically correct and unrealistic. Jonathan's role as Chair on our Hate Crime Scrutiny Panel helps to assure you that we are open and transparent about the way that we apply our policies, and you in turn engage with him and he comes to the panel informed by a wider range of views. I know that the consultations you take part in make a real difference. Your involvement means that we can produce informed policies which communicate real understanding.

All of us in the room share the same objectives. We have different roles in achieving these objectives. But our roles are complementary. We are in this together. I cannot overemphasise the importance of partnership and dialogue. I believe that through working constructively together, we will better deliver justice for victims of homophobic crime. We cannot take progress on equality for granted. EACH certainly cannot. You must continue the excellent work you have done in recent years. You must keep future leaders' toes to the fire on this agenda."

Paula Bromley, Principal Youth Officer for Bath and North East Somerset's Youth Service spoke of her pleasure in developing partnership work with EACH resulting in the realisation of Reach as a youth group.

Paula identified the need for a discrete youth group for LGB or T people. She said "Reach has been well supported and has a strong core group of young people who value the support of its workers." She went on to say that ensuring all young people have an opportunity to participate and have their support needs met is an important aspect of the project and helps us all ensure the 'Every Child Matters' and 'Youth Matters' outcomes are met.

She continued by explaining how this partnership brought together the expertise of the youth service and EACH to ensure a professional service is delivered to young people. This form of collaborative working means the support mechanisms for the workers are strong which in turn will ensure good quality work.

Paula closed by thanking both EACH and the Bath and North East Somerset Youth Service: without either the group would not have been established.

Rhiannon Prys-Owen, Anti-Bullying Alliance - South West, stated the safety and well being of all children and young people is enshrined in the principles of the United Nations Conventions of the Rights of the Child (UNCRC):

- The right to non-discrimination (Article 2)
- The right to have the child's best interest considered in all actions concerning the child (Article 3)
- A child's right to life, survival and development (Article 6)
- A child's right to be heard (Article 12)

"Schools have a key responsibility to ensure that all children have the support they need to meet the five ECM outcomes: Be healthy; Stay safe; Enjoy and achieve; Make a positive contribution and Achieve economic well-being. Sadly, the reality is that for some, bullying limits the progress they make across all five outcomes. The results of the Tell Us surveys undertaken in schools over the last four years identify the South West region as having the highest percentage of children who say they have experienced bullying in school.

Since 2007 schools have had a statutory duty to promote the well-being of children and young people as well as to promote community cohesion (Education and Inspections Act 2006). From September 2008, Ofsted was charged with placing a greater focus on community cohesion during their inspections, and in 2009 they introduced indicators for schools to help them measure their contribution to promoting pupil well-being.

A great deal of schools' work is carried out through partnership with organisations like EACH. In developing and effectively implementing Anti-Bullying Strategies, we need to emphasise the importance of appropriate skills and knowledge across all sectors."



Support Service Coordinator's Report

Joining the team at EACH in January 2010 I knew I had an exciting and challenging task ahead. Recognising that, in general, homophobic and transphobic incidents are severely under reported I set about looking at ways to improve this by building on the framework established by former colleagues.

The level of reported incidents and consequently casework has progressively increased in recent months. We've raised EACH's profile via networking, improved outreach and good communication with colleagues in local councils, Avon and Somerset Constabulary and other public and third sector agencies including housing associations.

Regularly I've completed outreach sessions in Weston-super-Mare, Bath and two areas of Bristol along with hate crime officers from relevant districts. Regular contact between venues, targets of incidents, the police and EACH is really paying off: confidence is improving and people are more willing to discuss, share and report incidents that have happened. Additionally I have attended Living Springs Metropolitan Community Church in Bath. This was a valuable outreach exercise and made a strong and positive link with the Reverend Kieren Bourne.

I've maintained regular attendance at a variety of meetings relevant to my role: 'Partnership Against Hate Crime' (PAHC), 'Responding to Hate Incidents in North Somerset' (RHINS) and Case Review Panels. I have additionally convened meetings with relevant colleagues in our partner agencies to share information on mutual cases, talk about reporting levels, outreach and ideas for improvement.

Other community projects have included hosting day time drop-in sessions at the Terence Higgins Trust Centre in Bristol, attending Scenewatch meetings and having an influential role in Scenewatch's re-emergence in Bristol. For the third year EACH has participated in the well-attended 'Your North Somerset' Conference in Weston-super-Mare.

The development of our Phobic Incident Reporting Service is ongoing. We have continued to expand our contacts database which is invaluable when sending out information about EACH and to promote our service. This year we have made contact with many agencies including education establishments, council offices, health centres, social services, libraries, sexual health centres, resident social landlords and housing associations, youth clubs, societies, pubs and clubs.



To order our support service materials please visit our website or call: 0117 946 7607

I find it refreshing and inspiring to come up with new ideas and try to effect positive change in the awareness and reporting of phobic incidents. It is challenging to work out new ways of contacting new sectors of the population to make them aware of EACH and the service we provide.

Plans for the future include the development of EACH's website and the recruitment of a volunteer web administrator. One of the very useful developments we've effected this year is to enhance our list of web links to further encourage phobic incident reporting.

Russell Davies Support Services Coordinator

Caseworker's Report

Since our last Annual Report EACH's Caseworker, Gemma Lindsey has endeavoured to ensure incidents are reported and our Incident Reporting service is known about. Her work involved liaising successfully with police and council officers to effect this, attending PAHCS, RHINS, CRPs and 1-2-1 meetings with relevant agencies and colleagues.

A highlight this year was working on a sensitive case with a transgender client who had previously been told she was ineligible for gender confirmation surgery as the request failed to align with the policy of the primary care trust. However, at the review panel our Caseworker was able to state categorically that this particular policy was out of date and did not include the amendments of The Sex Discrimination Act 2008. Our client has since been awarded the surgery.

A further great success was achieved in Bath and North East Somerset: successfully gaining compensation for our client for hurt feelings and distress at the Avon and Bristol Law Centre.

Gemma assisted with the handover of her responsibilities to our Support Services Coordinator, Russell and together planned future developments and plans for EACH.



EACH plays an extremely useful role in signposting the targets of phobic incidents to appropriate agencies ensuring that they get the correct support they need. The public bodies that make up our 'Responding to Hate Incidents in North Somerset' panel depend on their knowledge and experience when we deal in a multi-agency way with homophobic and transphobic incidents.

Louise Roberts
Equality and Diversity Manager
North Somerset Council



Support Services - reaching beyond the 'scene' Lesbian Links

EACH is aware continuously of the need to promote its services to all sections of the LGBT community. Whilst it is relatively straightforward to reach out to those who use the pubs and clubs of "the scene", the broader challenge is to ensure people who are not aware of what EACH can offer them are made so.

EACH's Support Services Coordinator, Russell Davies is undertaking a project to enhance communication links with 'off scene' LGBT people. There is a wide range of groups in the West of England: choirs, sports, reading, social, parenting and theatre groups. A further challenge is to access groups that lesbians and gay men may be part of but are not specifically gay-orientated. Russell and I have drawn up a comprehensive list of groups with whom to link and we are focusing initially on women's.

Our aim is to both introduce EACH to those unacquainted with how we can help and to remind those familiar with our services that we are here to report incidents to and from whom to seek further support. Our continuing task is to inform and reassure everyone that the reporting of such incidents is no less important than those which are racist, disablist or faith-based and how vital it is that they get reported.

Sharon Randall Trustee EACH

Casework examples

'**Steven**' had been a victim of homophobic abuse from fellow residents in a shared house. He was given a low banding for social housing. I met with him and helped him evidence his need for rehousing and wrote a comprehensive supporting letter. His housing was reviewed and given a higher band. Shortly after he was offered a flat and moved successfully. The outcome was that he felt less vulnerable, emotionally and physically more secure and a lot happier.

'**Kirsty**' 19, reported that she had been a victim of homophobic abuse whilst on her way home with her girlfriend. This included name calling and a physical attack. I went through personal safety information with her and how she could take steps to minimise being a repeat victim. She was sent a personal attack alarm.

'**Carol Jones**' is a trans female (male to female transsexual). She was a victim of transphobia whilst attending a doctor's appointment. Carol was understandably upset and embarrassed when called to see the doctor as 'Mr. Jones'. I wrote to the centre and pointed out the unacceptability in being referred to in this way. They replied, pointing out this had been a clerical error. They also wrote to Carol offering a full apology, which she accepted.



Sharon Randall Trustee and
Russell Davies Support Services Coordinator

Feedback



My situation has been so frustrating but after talking to you I can see a way forward. Thank you for being so understanding.

Actionline Caller



Your help has made such a difference to my life, I can't thank you enough.

Casework Client



I felt as though nobody wanted to help me and no-one was listening. Thank you for taking the time to coordinate the services that I need.

Actionline Caller



My life is much better now, thanks to EACH helping me find my new flat and move out of the situation I was in. It has changed my life.

Casework Client



Thank you for taking the time to listen. I feel much more confident and supported with how I am going to deal with my situation now.

Outreach Client



Reach Project Coordinator's Report

Since I came into post in April 2010, I have been implementing the core elements of the Reach youth project; EACH's five-year, Big Lottery funded project. The project is being developed around our established LGBT youth group for young people aged 14 to 21, which is based in Bath.

The project aims to:

- Give young people opportunities to develop their confidence and assertiveness, as well as providing training opportunities, workshops and outward bound experiences.
- Develop a training programme for schools that is delivered by young people and designed to help schools challenge homophobia and prejudice.
- Create a youth-led project to include peer mentors providing support to other LGBT young people and a steering group to manage the project.

Reach Youth Group, Bath

The young people have developed their own dynamic programme of activities for the group, which includes trips to Laser Quest and kayaking, fun creative arts sessions and a Ready Steady Cook night! The group has also requested issue-based sessions around topics such as drug and alcohol awareness and sexual health.

The young people at Reach have been part of an exciting photography project run by 'ARTiculate', where the young people explored what being a part of Reach meant to them and what they gained from attending the group. This led to a series of self-portraits being developed, which were eye-catchingly displayed at this year's Bath Fringe Festival.

Other members of the youth group have taken part in a project with 'Suited and Booted', a locally based film production company. This initiative aimed to look at young people's experiences of growing up LGBT and to develop those stories into short scripts, designed to tell their personal journeys. The group has been working with scriptwriters and developers and hope to develop this work further so the scripts can be filmed. All the young people involved in this project will gain a 'Skill Me Up' Award from Bath and North-East Somerset Council.

The group has recently developed their programme of events for the next quarter which will include an outward-bound course, sessions on LGBT history and those run by the young people themselves.

The next phase

Our Peer Mentoring programme is a core element of the Reach project, designed to train young people and develop their self-confidence and leadership skills. The young people involved in the project will plan, write and develop a pilot programme of workshops around issues of homophobia to deliver to staff in local schools, colleges and other agencies that work with young people. Participants will gain personal development skills in dedicated sessions with the opportunity to gain a National Open College Network accreditation.



Emily Hallett
Reach Project
Coordinator

As the youth group in Bath begins to develop and grow through these projects, Reach will be looking to extend its work into neighbouring North Somerset and South Gloucestershire. Reach will be supporting the development of youth groups for LGBT young people in these areas, and aims to roll out the Peer Mentoring Project the following year. By working in partnership with local youth services, we aim to ensure that LGBT young people in these areas have somewhere safe and welcoming to go to for support and guidance, as well as the opportunity to share their experiences with others.

Reach will be developing new publicity resources to raise awareness of the project. In August, we will also be a part of Bristol Pride, which will have young people attending from all over the South-West. Once the new school year begins in September, we will be advertising the project in college and university campuses, schools and youth projects so that young people can easily access information about Reach and be able to get in touch with us.

The Reach project is indeed fortunate in having secured funding for the next five years. This will provide LGBT young people from all over the area with opportunities to develop their personal skills, gain support, feel empowered and be part of a highly innovative piece of youth work. In these uncertain and increasingly challenging times, this is an especially welcome initiative.

Emily Hallett Project Coordinator





“
I like that we do fun stuff
as well as educational stuff.



“
I can be myself here.



People here are really friendly and welcoming.



Reach is a safe space.

“
I like making
new friends
here.

Reach is a youth group for people aged 14-21 based in Bath. We work with young people to look at diversity and affirm their sense of identity.

Through this photography project with ARTiculate young people from REACH have explored what it means to be part of the group.

The process of creating and editing the photographs has allowed individuals to think about aspects of the group which are important to them.

A dominant theme which the group want to express is that through being part of the REACH group they no longer felt alone.

Photographs by ARTiculate



“
I like the chance to meet new people.



For further information about the Reach project please contact:
Emily Hallett on 0117 946 7607
or e-mail: reach@eachaction.org.uk



Working in Formal and Informal Young People's Settings

Our work in formal and informal young people's settings remains a core aspect of EACH's work. For another year, literally thousands of adults and young people in these settings have benefited from our resources and engaged with our delivery in their institutions. Aside from schools and colleges participating through attendance at county or regional level, individual training has been delivered at several conferences, seminars and agency meetings such as Connexions or the Youth Offending Team, and, of course, directly into schools and colleges.

EACH is grateful to the Safer Bristol Partnership for its ongoing funding of our work with Bristol's schools. As we enter the new academic year, our strategy is to deliver one-to-one sessions with Heads or a nominated staff member to explain the current legal situation and keep schools abreast of the legislative responsibilities, including duty of care issues, concerning homophobic bullying.

Schools with whom we have worked this year include the Bridge Learning Campus which saw EACH delivering training to a conference attended by over 500 teachers from across south Bristol. Other schools worked with include Elmlea Junior School, Oasis Brigstowe and QEH whilst in Bath and North East Somerset cross-sector staff have been reached through dedicated inputs at Threeways School, St Martin's Hospital and through Schools Leadership Training at the Fry's Chocolate Factory in Keynsham. EACH has also made essential inputs to its Challenging Homophobic Bullying group and in North Somerset contributed to a Challenging Prejudice Based Bullying strategy meeting.



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Don't suffer in silence.
Receive specialist support
click or call in confidence

www.eachaction.org.uk
actionline: 0808 1000 143
freephone Monday-Friday 10:00-16:00

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To order our support service cards and posters for schools, academies and colleges please visit our website: www.eachaction.org.uk or call: 0117 946 7607 or e-mail: info@eachaction.org.uk

Funding secured from South Gloucestershire Council will see headteachers (or the relevant member of staff) in its schools receive a dedicated input on how to support a young person experiencing homophobic bullying and strategies to prevent it. Members of the UK Youth Parliament in South Gloucestershire helped inform ideas for seminars to challenge homophobic school bullying.

Jonathan Charlesworth raised the profile of EACH's support services through training and conference presentations arising from the anti-bullying guidance "Safe to Learn" in London, Birmingham, Essex, Bradford, Hull, Reading, Gloucestershire, Bristol, North Somerset, South Gloucestershire, Bath and North East Somerset and a Government organised education conference, in association with the Anti-Bullying Alliance, staged in Bristol's Marriott Hotel.

The new government's pledge to tackle all forms of bullying, especially homophobic bullying, should lead to increased interest in our training services to support young people in all settings: the forthcoming academic year will see us progressively increasing our work in academies and independent schools as the boundaries between state funded and private education blur. This should provide EACH with further opportunities to help eliminate the homophobic bullying of yet more young people and adults.



I just wanted to thank you once again for visiting our school and presenting such an interesting and relevant talk. It was exactly what we wanted and I have had very positive feedback from the staff members present that day.

Maria Savvas
Elmlea Junior School. Bristol



In October last year you delivered a fabulous staff meeting at my school and I am now writing to request even more of your time!

Annette Osborne
Head Teacher
Gay Elms Primary School. Withywood, Bristol



This training session provided a greater understanding of homophobic harassment and how the college can respond to the issue. I want to ensure students and staff have the information about where to access help should they become a victim of bullying.

Val Mannion
City of Bristol College



Conferences, Networking, Training and working with the Criminal Justice System

In addition to all the work undertaken by our Support Services Coordinator, Reach Project Coordinator, Caseworker, Office Manager and volunteers over the last twelve months, other developments and highlights include a private meeting with the Department for Education and Skills' Minister for Education, Vernon Coaker, attended by EACH's Chair and Executive Director, Denys Robinson and Jonathan Charlesworth. EACH sought to work with the DfES to address the perceived non-compliance by schools with the DfES Guidance on homophobic bullying co-written by EACH and Stonewall. The minister thanked EACH for our ongoing contribution to challenging homophobic bullying nationwide and stated his willingness to produce a DVD endorsement of EACH, presented before all delegates at each of the regional DfES and Anti-Bullying Alliance conferences convened around England.

Jonathan was invited to speak in Westminster at the Centre for Parliamentary Studies' 'Tackling Hate Crime in Every Local Community' conference in February followed by a further invitation to give a presentation on EACH's work at Capita's national conference: 'Tackling Homophobic and Transphobic Hate Crime' in March.

Other 'firsts' this year include training sessions in Hull and Bradford to help college tutors and lecturers challenge homophobic harassment. EACH met with colleagues from HMP Bristol to discuss the implementation of our phobic incident reporting service in Horfield Prison and helped Avon and Somerset Constabulary create an intranet training package on Hate Crime for its website. Jonathan was also, this year, invited to become the Chair of Avon and Somerset Crown Prosecution Service's Hate Crime Scrutiny Panel.

Training-wise EACH has worked with firmly established colleagues being asked to return for the fourth year in succession to deliver a number of very well-received sessions on "Creating a Safer and Equal Workplace" and "Hate Incident Reporting" training for North Somerset Council and the Safer Bristol Partnership whilst South Gloucestershire hate crime training is scheduled for 2010 to 2011.



Police staff attending the IDAHO Conference - International Day Against Homophobia - at Essex Police Headquarters, Chelmsford

Avon Fire and Rescue commissioned EACH to provide training on supporting LGB/T staff and challenging homophobia and transphobia whilst a number of sessions of health sector training were provided once again for Bristol's UBHT and its PCTs on the role of monitoring by sexual orientation and strategies to support LGB/T service users and staff.

Jonathan was invited to run a workshop on same-sex domestic abuse at a national conference organised by the Probation Service and has maintained awareness-raising of EACH through his training delivered to several police forces including Wiltshire, Surrey, Dyfed-Powys and Essex: the latter Force inviting him to deliver a keynote speech at its IDAHO (International Day Against Homophobia) conference at Force Headquarters, Chelmsford.

Avon and Somerset Constabulary's officers throughout the year have continued to learn about EACH's services through the Initial Police Learning and Development (IPLDP), Initial Crime Investigators Development Programme (ICIDP) and Initial Management of Serious Crime (IMSC) training received from Jonathan. Police officers and staff in Weston-super-Mare received a dedicated input of training on homophobic and transphobic crime and its under-reporting and the town's retailers were targeted in a campaign with hate crime officer, PC Marvin Medley, in an effort to reduce homophobic incidents within the night-time economy.

North Somerset Council now has an LGBT Workers Group meeting regularly – a group EACH was influential in establishing with its Council's Equality and Diversity Manager, Louise Roberts.

With big plans ahead both for Reach, our phobic incident reporting service and our website, 2010 to 2011 looks set to be a busy, exciting and challenging year.



I was asked to recommend trainers and speakers on homophobic bullying last week and I simply gave your name and the evaluation rating! You are now on the national ABA list of great speakers!

Adrienne Katz
West Midlands Anti-Bullying Alliance
Coordinator



It was so good to see you again and to work alongside you. I pick up something new each time I hear you and certainly feel inspired and in tune with it all!

Diane Le Count
Anti-bullying Coordinator
Essex County Council



Statement of Financial Activities and Treasurer's Report

(including Income and Expenditure Account) for the period ended 31st March 2010

	Unrestricted Funds	Restricted Funds	Total Funds 2010	Total Funds 2009
	£	£	£	£
Incoming Resources				
Grant Funding	78	106,721	106,799	105,688
Donations	2,229	-	2,229	4,263
Training Sessions	8,467	1,500	9,967	13,691
Bank Interest	71	-	71	2,367
	<u>10,845</u>	<u>108,221</u>	<u>119,066</u>	<u>126,009</u>
Total Incoming Resources				
Resources Expended				
Salary and commissions	11,712	72,697	84,409	89,009
Conference, training fees	4,237	2,410	6,647	6,469
Telephone Actionline costs	-	5,683	5,683	7,597
Office and admin costs	12,115	20,144	32,259	36,659
Depreciation	1,452	180	1,632	1,717
	<u>29,516</u>	<u>101,114</u>	<u>130,630</u>	<u>141,451</u>
Total Resources Expended				
Net income / outgoing resources before transfers	(18,671)	7,107	(11,564)	(15,442)
Gross transfers between funds	(21,147)	21,147	-	-
	<u>(39,818)</u>	<u>28,254</u>	<u>(11,564)</u>	<u>(15,442)</u>
Net movement in the funds for the year				
Total funds brought forward	79,972	22,238	102,210	117,652
	<u>40,154</u>	<u>50,492</u>	<u>90,646</u>	<u>102,210</u>
Total funds carried forward				

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

Treasurer's Report

The Financial Year 2009-2010 saw a small reduction in income (5.5%) caused by a drop in donations and a decrease in interest earned on the charity's reserves due to historically low rates. Expenditure was 7.8% lower, as a consequence, the budget deficit projected at the end of the first quarter was reduced significantly due to prudent cost management and the successful renewal of nearly all core support service funding. As anticipated, the deficit has been underwritten from unrestricted reserves, in line with the charity's Reserves Policy.

Demand for training was adversely affected also by the recession and consequently fee income was reduced by 25%, compared to the previous year.

We continue to seek funding to design and build a dedicated Reach Young People's website and to enhance the EACH website. Similarly, our efforts to secure core funding for EACH's Young People's Actionline to replace Comic Relief remain undiminished. Such difficulties are a measure of the considerable pressure of increased numbers of applications on diminishing sources of

funding in the fallout from the recession. A new volunteer is to be sought to identify relevant and viable funding streams.

The trustees completed their update of the Charity's Business Plan and a full cost recovery approach to financial management has been formally adopted for the next financial year. The charity's activities have been divided into seven cost centres including Governance. Salaries and overheads have been apportioned on a percentage basis in line with recommended practice by the National Association for Voluntary and Community Action (NAVCA). It is anticipated that financial reporting for funders' monitoring and evaluation requirements will be made more efficient.

An operating budget has been produced for 2010-2011 with a modest contingency budget to be underwritten by the Charity's reserves, as necessary. Whilst EACH remains in a relatively strong financial position, it is anticipated the full impact of national debt reduction strategy will become clear in the second half of this year.



Charity Balance as at 31 March 2010

	Note	2010		2009	
		£	£	£	£
Fixed Assets					
Tangible Fixed Assets	4		5,393		6,866
Current Assets					
Debtors	5	9,511		10,011	
Cash at Bank and in hand		98,095		91,410	
		<u>107,606</u>		<u>101,421</u>	
Creditors	6				
Amounts falling due within one year		<u>22,353</u>		<u>6,077</u>	
Net Current Assets			<u>85,253</u>		<u>95,344</u>
Total Assets less Current Liabilities			<u>90,646</u>		<u>102,210</u>
Net Assets and General Funds					
Unrestricted			40,154		79,972
Restricted	8		50,492		22,238
			<u>90,646</u>		<u>102,210</u>

Statement of the Board of Trustees.

The Statement of Financial Activities is a summary of information extracted from the annual accounts. For further information the full accounts and the annual report of the Board of Trustees should be consulted. Copies of these can be obtained from the principal address. The annual accounts were approved by the Board of Trustees on 17 July 2010 and have been filed with the Registrar of Companies.

Richard Budd Secretary

Treasurer's Report - continued

But the full impact of the proposed funding cuts on the future viability of the charity is as yet unknown.

There will be a significant increase in funding with the official start of the Reach project in April. Although stream is guaranteed until 2015, it is dedicated to implementation of a programme of specific activities and project outcomes which were defined in the award statement from the Big Lottery.

The charity holds reserves sufficient to meet salaries and overheads for only six months. I am pleased to report the successful renewal of almost all core funding and SLAs for 2010-2011. This is a remarkable achievement, given the prevailing financial climate and is a reflection of the high regard in which the charity is held by its principle funders. Consequently, this will permit provision of EACH's Support Services to be fully maintained in the coming year.

Adrian Andrews Treasurer

For the year ended 31 March 2010 the charitable company was entitled to exemption under Section 249a (1) of the Companies Act 1985.

No members have required the company to obtain an audit of its financial statements for the year in question in accordance with Section 249b(2)

The Trustees acknowledge their responsibility for:

1. Ensuring the company keeps accounting records which comply with Section 221; and
2. Preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of its financial year, and of its surplus or deficit for the financial year in accordance with Section 226, and which otherwise comply with the requirements of the Companies Act relating to financial statements, so far as is applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 1985 and with the Financial Reporting Standard for Smaller Entities (effective January 2007).

Approved by the Trustees on 17 July 2010 and signed on its behalf by Denys Robinson (Chair).



Delivering the Big Society

In the run-up to the May Election, David Cameron set out his ideas for what he calls the 'Big Society'. Since taking office it is clear that this agenda has implications for well-established charities like EACH which are engaged in social enterprise. Mr. Cameron's vision looks forward to a move from top-down bureaucratic government interventions, offering rather the prospect of locally developed programmes led by providers better tuned to local needs:

"We've got to give professionals much more freedom, and open up public services to new providers like charities, social enterprises and private companies so we get more innovation, diversity and responsiveness to public need."

EACH ticks all three of the Prime Minister's boxes for new providers. We are a registered charity and a private company involved in a social enterprise. Our Director, Jonathan Charlesworth, has demonstrated our organisation's innovation, diversity and responsiveness to the needs of schools, local councils, the Criminal Justice System and communities.

The challenge for the new Government is to create a mechanism by which charities can develop delivery of their objectives – indeed help them make the 'Big Society' a reality rather than hollow rhetoric.

We were delighted to hear Home Secretary Theresa May make a strong public commitment to bear down on homophobic bullying – a line set down in the Coalition Agreement. We were pleased that LibDem Lynne Featherstone, who has a strong record on challenging homophobia, was appointed as Equalities Minister.

On the other hand, Education Secretary Michael Gove has fast-tracked the legislation to turn more local authority maintained schools into independent state-funded academies. Hospitals and health care provision will no longer be overseen by Primary Health Care Trusts. The possibility of police forces being led by directly-elected commissioners is being canvassed.

Whatever one's view of such radical policies, they will certainly make it more difficult for EACH to operate as it has done to date. Some years ago we realised that it was more effective for us to offer training to headteachers and school's senior management teams through their local authorities rather than school by school. No doubt ways can be found to work with thousands of local GP practices but it won't be easy. Already voices are sounding warnings that making local policing play to popular local prejudice won't help groups suffering discrimination.

These policies will make it much more difficult for a small charity like EACH to develop effective strategies to tackle what will remain a national problem: that far too many people in our society (and especially young people in school) suffer mental and physical bullying which destroys their lives because they are or are perceived to be gay or transgender.

The Coalition is keen for voluntary organisations like EACH to take on aspects of the work of government yet has provided no indication as to how the work is to be funded. Currently, funding is provided by the Home Office via service level agreements between local authorities and police forces with charities. The Treasury has demanded 25/40% cuts in their annual budgets to contribute to the deficit reduction within the five years of the government. While we know lives can depend literally on our work, the finance departments of statutory bodies may see our line in their budget as one they could easily omit.

The Big Society won't be delivered simply by kindly older gentlemen with time on their hands volunteering to work without payment. The professionals Mr. Cameron says he wishes to set free will need professional salaries, charities will still have service delivery costs, overheads and governance costs to meet.

So I am taking this opportunity to call publicly for an effective funding mechanism to enable EACH, and its partnership charities, to contribute directly to the Big Society. There is going to be homophobic bullying in the new academies. The NHS and the police will still have to deal with those who are the targets of phobic bullying. More widely, we believe we can take a lead in researching and acting against the rising tide of cyber-bullying, which is blighting the lives of so many young people.

"Public service mutuals" - arrangements in which charities form consortia with relevant public bodies to deliver local services – are already being established. Potentially, there may be new opportunities for EACH in such programmes. Certainly we can help the new academies and we're looking to the Department for Education to define the most effective approach. Likewise we need to be enabled to work with training providers to write guidance and deliver training to all those qualifying as teachers in our schools.

In his Liverpool speech, David Cameron gave a glimpse of funding charities and social enterprises through his proposed Big Society Bank financed by *"using every penny of dormant bank and building society account money allocated to England"*. Charities large and small need to hear more of how this can be made a reality and whether such funds will be sufficient and, more importantly, sustainable.

EACH is ready to contribute to the Big Society and certainly willing to be judged on our outcomes. It won't be able to provide our professional services unless the Coalition define how our work is to be funded.

Denys Robinson Chair of EACH

Denys Robinson graduated from Oxford to teach English and Drama in schools before working in Parliament for a front-bench spokesman on education, and more recently at London's City Hall advising elected Assembly Members.



Charity Details

Organisation

EACH is a charitable company limited by guarantee and was established on 16 May 2002. It is governed by a memorandum and articles of association that were last amended on 07 October 2009.

A Board of Trustees of up to twelve members, who meet quarterly, administers the charity. There is a sub-committee that covers project development and finance.

Constitution

EACH is a company limited by guarantee and a registered charity governed by its memorandum and articles of association.

Investment powers

Under the memorandum and articles of association, the charity has the power to make any investments which the Trustees see fit.

Charity number: 1095665

Company number: 4440134

Directors and Trustees

The Directors of the charitable company ("the charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees. As set out in the Articles of Association the Chair of the trustees is nominated by the trustees. One third of the trustees must retire at each AGM.

Chair	Denys Robinson
Secretary	Richard Budd
Treasurer	Adrian Andrews

Registered Office

4 Parkside, Vanbrugh Fields, London, SE3 7QQ

Reporting Accountants

Bishop Fleming, Chartered Accountants,
16 Queen Square, Bristol. BS1 4NT

Bankers

Unity Trust Bank, Nine Brindleyplace,
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E-mail: info@eachaction.org.uk

www.eachaction.org.uk



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EACH - Educational Action Challenging Homophobia

A Big Thank You!



Ben-Jacob Diewitz
Running the Bristol
Half-Marathon in 2010
fundraising for EACH

“

It's a privilege for me to run and raise money for EACH as the work you do is a matter that's close to my heart. Whenever the running gets tough I think of the difficult times I went through and that there are thousands of teenagers that struggle every day because they are being bullied for their sexual orientation or because they have a tough time coming out. Doing the running is definitely the easy option: It only lasts for half a day at a time and is followed by a sense of pride for completing the run, and also a humble feeling of achievement in contributing to EACH's cause, that is so worth pursuing.

Ben-Jacob Diewitz
Fundraiser (Everyclick.com)

The Trustees and staff of EACH would like to express our sincere gratitude to Ben-Jacob and to all those who make donations to support the work of the charity, especially in these uncertain and challenging times.

If you would like to support our work you can donate online at: www.everyclick.com/each
Or download a Gift Aid form at our website and return with your donation to: EACH, Office 27, 42 Triangle West, Bristol. BS8 1ES

Using Gift Aid means that for every pound you give, we get an extra 25p from the Inland Revenue at no extra cost to you, helping your donation to go further.

If you have any queries about donating please contact us on 0117 946 7607 or via email: info@eachaction.org.uk

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Feedback



Bath & North East Somerset Council



“

I have gained a deeper appreciation of the specific difficulties in challenging homophobic bullying. Jonathan in particular has made the day a success – brilliant communicator! I'd probably also say that having openly gay colleagues take part is very useful.

Jacky Collins
Senior HR Adviser

“

Superb facilitation and a very enjoyable day. Thank you Jonathan, for a fantastically emotive and challenging course... very invigorating and refreshing.

Neil Moffat
Occupational Therapist

“

The course was the right level and length for me. It's been a very thought-provoking day and made me self-reflect as well as see changes to be made in our recruitment service. Lead by example - I think this course has given me more confidence to challenge any unacceptable behaviour in the workplace.

Clare Atyes
Recruitment Officer

“

This was a very thought provoking, informative and interesting training session. I'll take a lot away with me from the debates and definitely challenge use of the word 'gay' as a derogative.

College Lecturer

“

The training highlighted the appropriate language and terms to be used and gave me a clearer understanding of how same-sex relationships are seen and dealt with in the college – how to report homophobic bullying and harassment and where to get advice.

Louise Dobson
City of Bristol College