



PRIDE IN GLOUCESTERSHIRE

ANNUAL REPORT

**YEAR ENDING
31ST OCTOBER 2020**

**REGISTERED CHARITY NUMBER:
1185201**

2020

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Principal Address:

87 Brunswick Street, Cheltenham, Gloucestershire

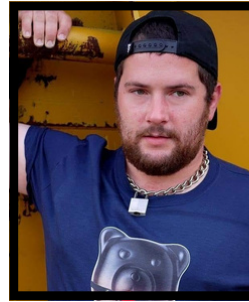
PRIDE in Gloucestershire Trustees



Jay-Jay Potter-Peachey
Chair-Person



Richard Stevens
Vice-Chair/Treasurer



Matthew Devereux
Secretary



Cheri Dark
Stalls Coordinator



Jamie Gledhill
Site & Safety



Jordan Bonner
Marketing



Michelle Probert
Business
Engagement



Samantha Neath
Volunteering &
Outreach

Governance

The organisation is an unincorporated association with a membership who assist in holding the trustees to account. The trustees are responsible for the planning and running of the charity.

The charity had 31 registered members. From these members, 3 assisted as a “Non-voting committee members” to volunteer their time to help deliver the charity’s activities throughout the year. Thanks go to these members: Joel Wright, Jonathan Stevens & Josie Dutton for their work throughout the year.

The charity is also part of the following networks:



LGBT+ Partnership Cheltenham



European Pride Organisers Association (EPOA)



UK Pride Organisers Network (UKPON)



InterPride



National Council of Voluntary Action (NCVO)

Aims of the Charity

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

Strategy for 2020

At the start of the year the organisation set out a strategy following feedback from Gloucestershire's LGBTQ+ community in a Post-Pride online survey and comments made by its members. This report details the work the charity carried out in order to achieve the strategy for the year. Unfortunately, the COVID-19 pandemic massively affected any plans we had.

Pride Day 2020

1. Work on accessibility and strive for Bronze award of the 'Attitude is Everything' scheme.

Our work towards the Bronze award of the 'Attitude is Everything' scheme has been halted due to the pandemic; however, we are still working behind the scenes to ensure when we return to physical events, we are doing all we can to ensure accessibility to the community.

2. Bring Back the Multi-Faith Tent

The multi-faith tent was set to return to our physical event for this year and then was also due to be a part of our programme for the Virtual Pride Week. Unfortunately, due to unforeseen circumstances, we were unable to make it happen this year, but the relationship between PRIDE in Gloucestershire and the team running the multi-faith tent will continue into 2021 and future events.

3. Expand the Family Zone

Plans for this year's family zone were unfortunately put to a halt due to the pandemic. We had planned to include the Drag Queen Story Hour UK in our Virtual Pride event, but unfortunately due to technical difficulties on the side of Drag Queen Story Hour UK, we were unable to deliver the planned programme. We did however, include them in our Virtual Picnic in the Park to bring an aspect of the Family Zone to the Picnic event.

4. Encourage engagement from Local Business year-round as well as on Pride day.

Pre-pandemic, we started structuring our Sponsorship programme for businesses and began making connections with local businesses and venues for PRIDE in Gloucestershire to work with going forward. We have spent the time in lockdown to grow relationships with these businesses. As part of our Virtual Pride event, we reached out to local businesses to give them the opportunity to be part of the week and advertise with us during our live feed. This is an area we will continue to develop through the coming year.

5. Engage with local LGBTQ+ groups

Through the pandemic, we kept in touch with many of our local LGBTQ+ groups and during our Virtual Pride week we invited along different groups to take part in our Pride Hub in Kings Walk to offer workshops and information points for the community.

6. Highlight the different and marginalised groups within our local LGBTQ+ community.

Through the year we have highlighted different awareness days and continued our plight to support marginalised groups within our local LGBTQ+ community. Highlighting and supporting our BAME LGBTQ+ community by supporting and raising awareness around the BLM movement.

We have highlighted and supported our Trans & Non-Binary community by sharing and signing open letters regarding GRA and reassuring them that as a committee, we fully support who they are and validate them.

We have also started work on providing PRIDE in Gloucestershire's first Trans safe space at Pride along with a neuro-diverse area. We have also this year began growing our relationship with the local kink & fetish communities and working on providing a safer zone for them to enjoy at Pride, including an educational part of the zone.

Year Round Activities

1.Repeat and Improve the 'Picnic in the Park' event.

This year's 'Picnic in the Park' event, like our main event, ended up being a virtual event to mark IDAHOBIT Day 2020 (International Day against Homophobia, Transphobia & Biphobia). The day included a Drag Queen Story Hour, local artists and drag queens along with artists from further a field. The day also ended with a quiz night.

2. Expand and grow the 'Pride on Tour' outreach and engagement to include new locations within the county.

Unfortunately, Covid-19 made it so that we were unable to expand or grown the 'Pride on Tour'. This will be a focus for 2021 to bring the community back together.

3. Nurture the relationship with our existing LGBTQ+ groups in the county.

Throughout the year, we managed to keep in contact with our existing LGBTQ+ groups in the county, supporting them where possible during different virtual events.

4. Continue to showcase local LGBTQ+ talent

Even through doing online streaming events, we have continued to support & showcase our local LGBTQ+ talent. We have done this by including local artists in both our Virtual Pride events and where possible, sharing the skills of our artists with platforms to perform during Lock Down.

5. Mark the National LGBTQ+ Awareness days as a form of education and highlighting awareness

We have continued our dedication to marking National LGBTQ+ Awareness days, using them to educate & highlight awareness. This year has been a very virtually focused way of raising awareness and educating during the LGBTQ+ awareness days. We held our picnic on IDAHOBIT day, put on quizzes for LGBTQ+ History Month, Pride month & Pride week.

6. Celebrating LGBTQ+ History Month with an event

Due to Covid-19, we marked LGBTQ+ History Month with two quiz nights to bring the community together, provide some information but also educating on LGBTQ+ History Month.

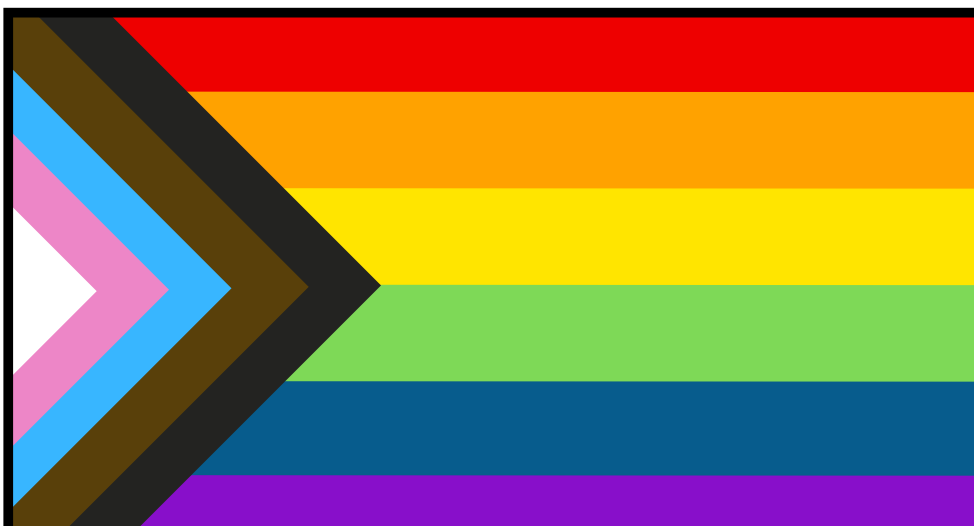
Through the year we will:

1. Plan and host the UKPON conference in October 2020, bringing pride organisers from around the UK to the county.

Due to the Covid-19 pandemic, we have made the decision to postpone the conference until October 2021, whilst working with UKPON to deliver a mini-conference in February of 2021 to ensure support to other organisations that are struggling following the pandemic. We have formed a separate organisation, National Pride Organisers Conference to run this conference on the benefit of the Charity.

2. Start working on our bid for EuroPride 2026, to bring people and Pride from across Europe to the county.

We met as a committee in August 2020 in a full day (socially distanced) meeting to discuss the way forward. The Euro Pride bid will need a CIC formed to run the bid and event if we are successful. The CIC will report to the trustees of the charity to seek approval for the direction and strategy. The CIC will be run by a Board of Directors with 5 of the 7 appointed. They are; Jason Potter-Peachey, Richard Stevens, Matthew Devereux, Jordan Bonner, Samantha Neath and Chris Scadden. This currently allows us to have 3 PRIDE in Gloucestershire trustees to ensure that during our bidding process, the Charity will run as normal and not be affected. We have set out a framework for the bid and are starting to engage with stakeholders to be able to start putting together the bid which needed to be completed by June 2023.



Chair's Report



This year, 2020, hasn't quite gone the way we all thought it would back at our last AGM in 2019. It is said that a pride organisers have a large skill set, which is very true about the committee of PRIDE in Gloucestershire, but we never thought that we would be in the position we have been this year, learning even more new skills to adapt pride for the Coronavirus pandemic which struck early on in the year.

This year has seen many of our planned programmes, either cancelled or having to change to on online forum, which isn't what any of us wanted, but to ensure pride happened we changed our formats, better to have a Pride in the county than no pride at all.

When the pandemic struck the UK we hung on until the last moment, with a glint of hope that we may have been able to have our main event, even with some cut backs, but alas this didn't happen.

Our 2020 pride event was huge success, bring pride to the community at home, being more accessible to all, which is something we must take into consideration moving forward into 2021.

With the change of programme for 2020, we had to look into many ways to bring pride to the community in the best ways we could, and I am pleased to say that our new, pop up venue, a first for Pride in the county in 15 years, was a roaring success, not only providing the much needed space for the community to drop into and have a talk to the main groups that supported us this year, but also bringing the message of pride to the wider community. It has been no secret that the hub this year was a success, with the stories we have all heard, and I thank all of those that were involved.

Taking the main pride event online was a huge challenge this year, not only because it is something we have never done on this scale as an organisation before but also because we as a committee had to learn a lot of new skills and very quickly, and to the committee of 2020 I would say thank you for all the hard work.

Going into 2021, we have a lot to do, and a programme of events to bring to the county to make up for the last 12 months, but we must also take into account that this pandemic is still on going and we don't know where we will be, but we have high hopes for the future.

As chair it has been an honour to have led an amazing team, and to all the committee I want to say thank you for your hard work and dedication, we have all struggled this year in our own lives, but we have always held pride at our hearts. I would like to say a personal thank you to Jon Stevens, who has stepped down from the committee this year, thank you for your hard work for the last few years.

I would also like to end by saying a huge thank you to our wonderful Mayor of Gloucester, Kate Haigh for making pride one of her chosen charities for the year, this is a huge honour and privilege and has helped put the LGBTQ+ community in Gloucestershire at the forefront, and showing that we are a progressive county.

Here is to 2021, and my hopes that we can all meet again, in person to celebrate pride together

Our External Memberships

Some information on three of the amazing organisations that we are a proud to be part of

UKPON

PRIDE In Gloucestershire is one of the founding members of UKPON, and is pleased to have been there from its inception. UKPON is currently going through a huge change, having a new board elected and is working on its new direction. We are pleased to still be hosting the next AGM in Cheltenham, we were due to host this year however due to the current climate we have postponed.



EPOA



**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

PRIDE in Gloucestershire has been a proud member of the European Pride Organisers Association for the last few years. As an organisation we were present at their AGM this year and were pleased to have supported the winning bid for EuroPride 2023 in Malta. We are pleased to say that we are making progress in the background towards our bid to host EuroPride here in Gloucestershire in 2026. Next year we are hoping to increase our presence at more prides across Europe, flying the flag for PRIDE In Gloucestershire across the continent, including joining in the parade in Copenhagen for WorldPride 2021

Interpride

As with our membership to EPOA, we have been proud members of InterPride, our Global Family. This year with the pandemic hitting all prides across the world, InterPride and EPOA hosted Global Pride, the first of its kind, a 26-hour online event taking in many countries from across the globe, and we were proud to have provided content from PRIDE In Gloucestershire.

Global Pride was watched by 54million people across the globe. This year, our Chair JayJay, stood in the elections for Vice President, the first from the UK. Unfortunately, it was not to be, however JayJay still holds the post of Co-Chair of the Member Services Committee, again flying the flag for PRIDE In Gloucestershire across the globe.



Friends of Pride & Lifetime Members

Every year PRIDE in Gloucestershire committee members put forward their nominations for 'Friends of Pride' & Lifetime Members.

These nominations are discussed as a committee and we vote on those who have proven to be great friend's of the charity in helping us to achieve our goals and strategy.

Lifetime Membership is awarded each year to two members of the Gloucestershire LGBTQ+ community that have gone above and beyond to ensure that the county's LGBTQ+ community are championed, supported and have the help available to them.

Friend's of Pride 2020

- *BBC Radio Gloucestershire - They have been a massive support for the charity with both advertising and getting involved with our Virtual Pride week, as well as wanting to work with the charity all year round.*
- *Chris Scadden - Chris has been helping the PRIDE in Gloucestershire committee with site & Safety since our first event in September 2018. As a seasoned Pride organiser, he has been a valued friend of the committee through support and guidance.*
- *Jon Smith (BBC Radio Gloucestershire - This year we have been working with Jon & BBC Radio Gloucestershire to spread the work of PRIDE in Gloucestershire, our events. We look forward to working more with Jon as we enter 2021 and into the future.*
- *Trans Gloucester - This year we have worked closely with the team from Trans Gloucester to ensure that the Trans & Non-Binary folk of Gloucestershire have a safe space to be themselves. Working with the group, we also put one our first Trans panel discussion.*
- *Jordan Bonner - Jordan is PRIDE in Gloucestershire's Marketing Manager and has been part of the committee since PRIDE in Gloucestershire's conception in 2018. She has been a driving force behind building the Charities brand. During this past 12 months, it has been a very hard year for Jordan, both personally and in her work life, but the resilience she has shown is inspirational as she has continued her role as a trustee through it.*

Previous Friend's of Pride

2018 - Gloucester City Homes, GGG, Kate Haigh, GGLC, Feathers LGBT Night, Gloucestershire Constabulary, Steph Lawrence, Rob Keetch (Dr Bev), Coventry Pride, My Umbrella.

2019 - Helen Down, Kevin Webley, Edward Danter, Reading Pride, Chris Brookes.

Lifetime Members 2020

As a Lifetime Member, recipients are entitled to a free membership of the charities membership. This gives them the opportunity to gain information about the Charities events and plans for the year along with the ability to scrutinise and question every aspect.

- Robin Agascar MBE - Robin is part of the backbone of the community within Gloucestershire. Robin has given his time and service to many LGBTQ+ organisations, including Pride and Gay-Glos youth, as well as all of his work on various commissions and charities. Robin continues to support Pride to this day and his help and input has shaped the direction of Pride today.*
- Kate Glanfield - Kate is a shining beacon for the Trans community, not only in Gloucestershire, but across the UK. Kate has dedicated so much of her time towards education and fighting for equality. Kate has dedicated so much of her time towards the LGBTQ+ community. We are extremely proud to be working with Kate to make sure Pride is as inclusive as possible for the entire community.*

Current Life Time Members

2018 - Andy Harley & Josie Dutton

2019 - Emma Mawby & Richard Stevens

Thank-You's

In addition, we would also like to thank the following people and organisations, business for their support, advice and help this year.

Gloucester City Council

Gloucester City Homes

Cheltenham Borough Council

Cheltenham LGBT Partnership

The Fountain Inn

Emma Mawby

Portman Health Care Limited

Kings Walk Shopping Centre

Sainsburys, Gloucester Quays

Rob Keetch

Sean Bulley

Anamagi CIC

Jax Nightclub

Finally, we would to thank all of the Gloucestershire LGBTQ+ community, our supporters and people from the across the UK that have helped keep your PRIDE in Gloucestershire!



Annual Accounts & Treasurers Report

The accounts are prepared on a receipts and payments basis, this year's total income was **£11,207.03** and since it was under the **£25,000** limit for an independent examination of the charity accounts none was required.

What was intended to be a busy year for us turned into something completely unexpected due to the COVID-19 pandemic. We were able to secure funding for the activities we did do and take advantage of some opportunities in the first few months of the year and post lockdown in September.

Our total gross income for the year was **£11,207.03** and total gross expenditure **£3,371.79** leaving us with a surplus of **£7,835.24** taking our total reserves to **£8,733.44**. However, **£6,350** of this is restricted grant funding for 2021 and **£560** in stall fees, that those that paid pre-lockdown have allowed us to carry forward to 2021 and **£150** of expenditure is relating to 2021. Therefore the surplus purely relating to 2020 activities was **£925.24**.

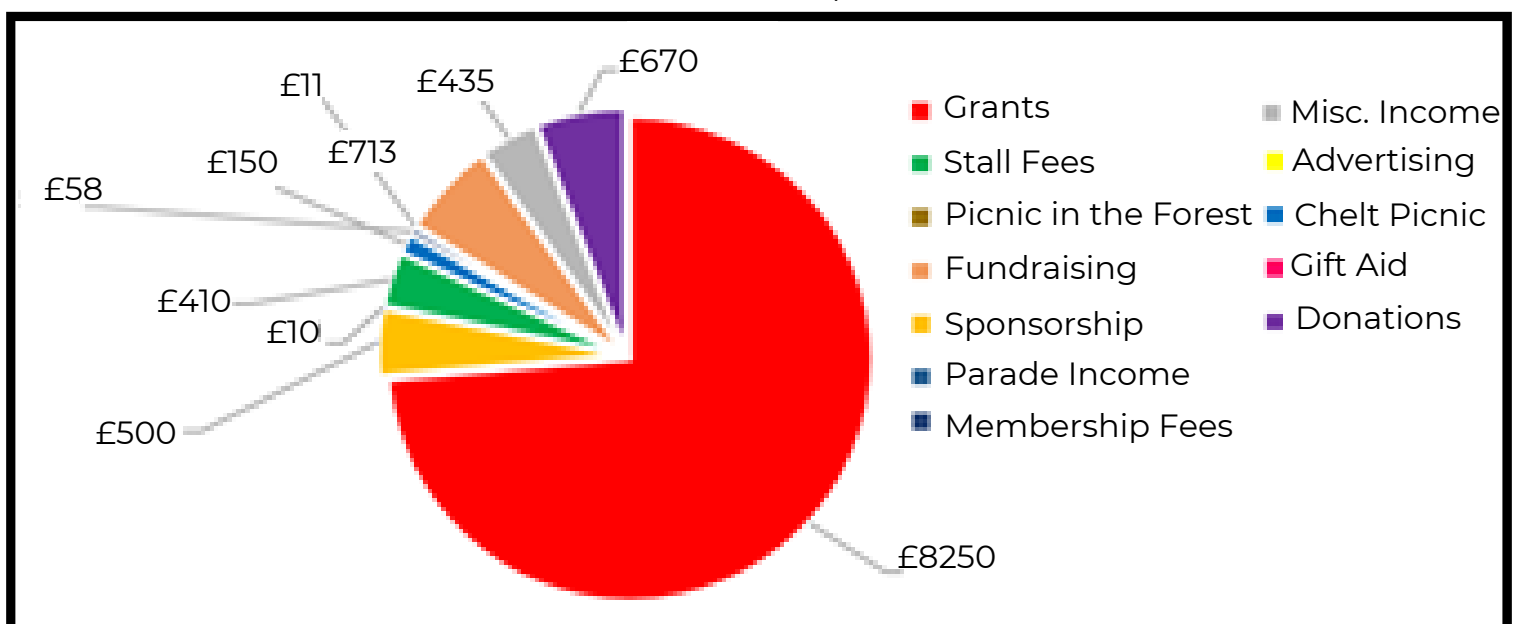
Reserves Policy

The charity had revised its reserves policy to work towards holding 5% of its annual expenditure. Currently the charity holds unrestricted reserves of **£1,793.44** excluding the income from 2020 relating to 2021 activities. This is 6.5% of 2019's expenditure (representing a standard non COVID year).

Moving forward the charity will now aim for a target of 7.5% coverage of 2019's expenditure (**£2,060**) in the next financial year.

Income/Receipts Summary

Our Gross income was **£11,207.03** as follows:



Fundraising

We were only able to hold one physical fundraiser in the year, our winter social held at the Fountain Inn in December 2019, this raised £117. Since lockdown started we have held a number of online quizzes and these have raised a modest £90. We had planned to host a movie night at the Lansdowne in Cheltenham, but this of course now has been postponed.

We were still able to attend Gloucester Day and also use the Pride Hub in September to sell merchandise and also some purchases of large flags were needed to prepare, we generated just over £450 of sales. We have also recently launched an online Etsy store which has seen some sales, however, the full scope for online sales is there to be taken advantage of.

Grants

We were lucky to be awarded, for the 2nd year, a grant from the National Lottery's Community Fund for £6,350 and Gloucestershire County Council's 'Growing Our Communities Fund' was able to award £1,900 to fund the Virtual Pride and Pride Hub in September. The £1,000 grant that we were awarded for the Cheltenham Picnic, but not paid due to the postponement of the physical event, is still there ready for us to draw down in 2021 for the next Cheltenham Picnic.

Sponsorship & Advertising

We are thankful again to Gloucester City Homes for their sponsorship of the Pride Hub and Virtual Pride. During Virtual Pride we also trialled online advertising and were successful in attracting a few advertisers in the short time we had.

Stall fees, Catering, Fairground Fee & Bar Commission

Whilst we were unable to have any stalls, caterers or bars at our events some people had paid early for 2020 and following a few refunds a total of £410 has been paid and carried forward to 2021.

Cheltenham Picnic in the Park

As above the only related revenue due to the cancellation of the physical event were £150 of stall fees carried forward to 2021.

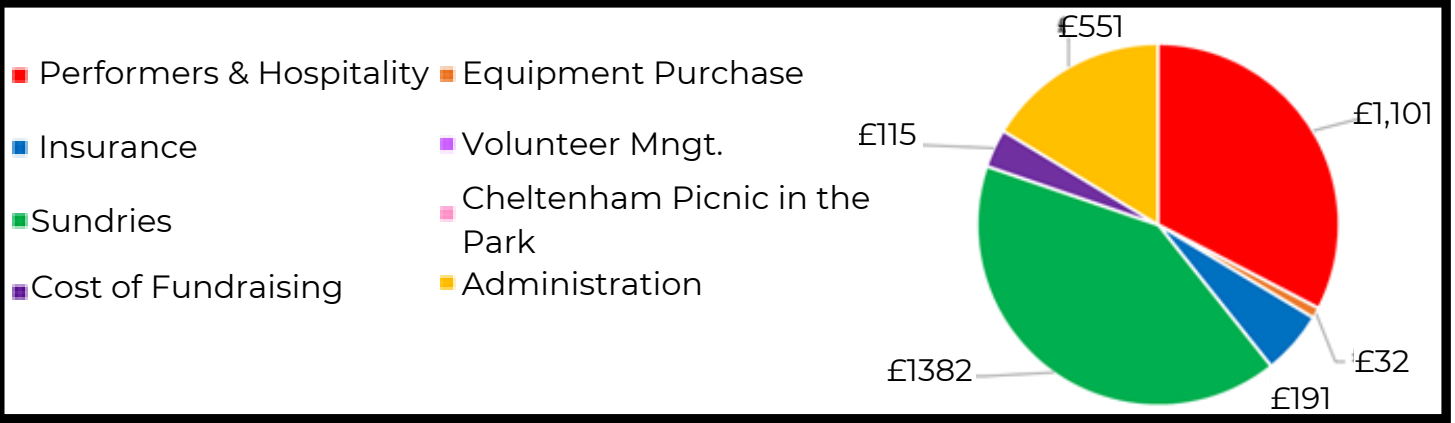
Collections, donations & Gift Aid

We collected £425 of late income relating to 2019 events and donations totalling £570 including an anonymous one-off £100 donation from Virtual Pride.

INCOME	Actual	Budget
Fundraising Events	£ 713	£ 2,000
Grants	£ 8,250	£ 9,000
Sponsorship	£ 500	£ 2,000
Advertising	£ 10	£ 150
Stall Fees	£ 410	£ 3,325
Catering Fees	£ -	£ 1,565
Fairground	£ -	£ 250
Cheltenham Picnic	£ 150	£ 2,750
Forest Picnic	£ -	£ 1,800
Other Pride Incomes	£ -	£ 550
Bar Income	£ -	£ 1,500
Membership Fees	£ 58	£ 100
Collections	£ 11	£ 200
Prior Year Income	£ 435	£ -
Donations	£ 670	£ 500
	£ 11,207	£ 25,640

Expenditure/Payments Summary

Our gross expenditure was £3,371.79 as follows:



Fundraising

The cost of fundraising relates to merchandise purchases of £115.33 for flags in preparation for Gloucester Day and the Pride Hub.

Performers & Hospitality

The costs of performers for the year includes a £150 deposit for the originally planned main stage headliner, this performer has confirmed their booking for 2021 and it has been agreed to roll this deposit forward to their 2021 fee. The remains costs relate to those performers at Virtual Pride, with the funding available it was good to be able to give something to those talented artists who had lost so much money in 2020 due to the closure of events and music venues.

Equipment Purchase

The solitary equipment purchase was a measuring wheel for site use.

Insurance

The insurance was cover liability cover needed for the Pride Hub.

Licenses

£40 was for ICO registration and £150 deposit for a Filmbank account.

Pride Hub

The funding we had from Gloucestershire County Council helped cover just over £1000 of costs relating to the Pride Hub and Virtual Pride, £868 for equipment including tables, chairs, a GoPro camera and AV leads all usable in future years. The remaining £191 was for insurance.

Other Costs

£159 was spent on website hosting fees and purchases stock photos for marketing use. Admin costs of £290 covered year round stationery, EPOA membership fees, postage and meeting costs for the Day long EuroPride strategy meeting.

Expenditure	Actual	Budget
Performers & Hospitality	£ 1,101	£ 4,520
Stage Production	£ -	£ 3,500
Feature Areas	£ -	£ 1,420
Structures	£ -	£ 2,810
Equipment Purchase	£ 32	£ 500
Accessibility	£ -	£ -
Insurance	£ 191	£ 650
Security & Medical	£ -	£ 2,400
Volunteer Mngt.	£ -	£ 350
Parade Costs	£ -	£ 325
Sundries	£ 1,382	£ 1,650
Cheltenham Picnic	£ -	£ -
Pride on Tour	£ -	£ -
Costs of Fundraising	£ 115	£ -
Administration	£ 551	£ 935
Total	£ 3,372	£ 19,060

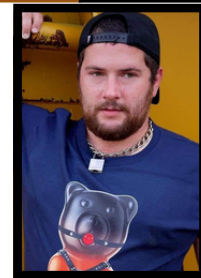
Merchandise Stock Remaining		
	Cost	Estimated Income
Lanyards	£ 336.80	£ 842.00
Wristbands	£ 144.90	£ 690.00
Ribbons	£ 3.28	£ 41.00
Pin Badges	£ 8.58	£ 161.00
Keyrings	£ 4.60	£ 46.00
Large Flags	£ 279.00	£ 558.00
Hand Flags	£ 14.80	£ 37.00
Total	£ 791.96	£ 2,375.00

2020 at a Glance

A breakdown of the challenges and triumphs in the words of the PRIDE in Gloucestershire committee. Meet our committee responsible for the different aspects of making Pride happen.

Secretary - Matthew Devereux

In our first full year as a charity, my focus as Secretary has been to implement the governance required to be in line with charity law and to run effectively as an organisation. This included making a Charity Manual to keep all aspects of the charity in one place for trustees to use as reference. The Manual includes; job role descriptions, the constitution and policies & procedures. Another aspect of the charity that I have tried to improve over the past 12 months is our offering to the membership, I have started this by making member communication more regular, informative and opening up emails as a two-way conversation. The main challenge for 2020 has been engaging with new potential members as we weren't running physical events giving the chance to meet a new audience was reduced.

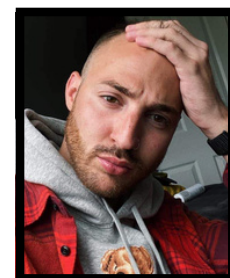


Aims for 2021

- Expand our membership base and the offering for members
- Seek new ways to better improve our systems and governance as a charity.

Production - Matthew Devereux & Joel Wright

2020 has been a challenging year for producing events for PRIDE in Gloucestershire. Our plans had to alter and adapt, bringing new challenges and ways of working. Our first altered event was our 'Picnic in the Park' event to mark IDAHOBIT day. This was new ground for both production and our marketing department. We had to find a way to stream the event and make it flow easily. We managed to overcome uploading content as an issue and succeeded in the running of the day.



Approaching the main Pride event in September, we knew that with the lack of a physical event we needed to provide the community with as many aspects of a standard Pride day as possible. This meant that to achieve this, we would need to stretch the events out across the week allowing time to highlight the different areas from; Family Zone, Community Groups, the new Trans Zone that we planned to introduce this year and from the Kink & Fetish zone. We had a few technical barriers to overcome, but through practise and seeking alternative ways, we were able to overcome.

Aims for 2021

- Liaise with marketing and look into the possibility of having a monthly local artist highlight on our socials.
- Further diversify our events throughout the year to fully reflect our diverse LGBTQ+ Community.

Vice-Chair - Richard Stevens

UKPON Conference

We have had to defer the UKPON conference we planned to hold this October until October 2021 however we do plan to assist UKPON to run an online conference in February 2021 based in the county to be able to deliver much needed support to Prides across the UK and offering the benefit of our experience to the wider LGBTQ+ community this year in trying to overcome the challenges presented to us.



Vice-Chair - Richard Stevens **EuroPride 2026**

As a year passes since the announcement of our intention to bid for EuroPride 2026 we have formed our top level team to plan the bid and ultimately deliver the event if we win. At present this is an official sub committee of the charity with a current board of 5 people, 4 of them charity trustees. As our plans develop and we start to engage with stakeholders over the next year we will report to the remaining trustees to maintain accountability to the charity and our members.

Marketing - Jordan Bonner

This year has been very different in terms of what has been expected of me as the Communications and Marketing Manager for Pride in Gloucestershire. At the start of this year I was gearing up to deliver our biggest marketing plan yet, hoping to be able to start new working partnerships and really expand on our campaign from 2019. Unfortunately, it soon became clear that our normal way of practice for organising our Pride day was not going to be an option, so I set about looking into hosting streamed events online. Streaming was something completely new to us as an organisation and I knew we had a lot to learn, very quickly. Throughout the last year we have streamed 2 main live events (Picnic in the Park Online and Pride in Gloucestershire 2020 online) which were both delivered successfully. I am very proud of the way we managed to adapt to the 'new normal' whilst still being able to provide an online safe space for our community. In hindsight, there are a few things that I would change however I can confidently say that at the time we made the best of the situation we were faced with and the feedback I have received from the community has been fantastic.



Aims for 2021

- Be able to build new working partnerships with sponsors and advertisers whilst also building on the relationships we already have.
- Re-branding ready for our 2026 Euro Pride Bid.

Stalls Coordinator - Cheri Dark

Throughout 2020 I was taking bookings for stalls at both Cheltenham picnic in the park and PRIDE in Gloucestershire main event day. I had various different stalls approach me to attend the event, I also contacted stall holders to keep them up to date on the Covid-19 situation and when we had decided to cancel the events.

Aims for 2021

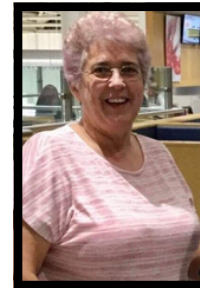
- Next year I am looking forward to taking my role further by approaching stalls that I think would be a good fit for the day/certain areas"



Business Engagement - Michelle Probert

This year hasn't panned out as expected from a Business Engagement perspective, along with the rest of Pride. At the start of the year, we made a plan to create a sponsorship package to send to businesses interested in sponsoring either an aspect of the Pride day or being one of our main sponsors.

The package was designed and decided on to allow for different tiers of sponsorship and partnership. Unfortunately, following the pandemic it was decided to put a pause on sending the packages out whilst businesses recovered financially.



Aims for 2021

- Finalise and role out the Sponsorship Packages
- Expand our network of businesses that we work with throughout the year

Community Outreach & Volunteer Manager - Sam Neath

I joined as trustee for volunteer management and community outreach in June. This year has been very quiet in terms of volunteer management, as we didn't have many volunteers to manage with our events being cancelled. In terms of community outreach, we had some fantastic input for our virtual pride - particularly from Animagi and Trans Gloucester.

For the next 12 months, I will be focussing on the following:-

- Growing and developing our volunteer base, offering more social opportunities (if/when possible) and providing more formal training throughout the year
- Establishing a core community outreach team with specialists in gender identity, kink & fetish, disability and ethnic diversity, ensuring they are able to input in PiG plans for 2021 and beyond
- Working with community groups to offer awareness courses for PiG volunteers and committee members- ensuring any physical or virtual events are fully staffed with a diverse range of suitably skilled volunteers and community areas
- Ensuring any physical or virtual events are as inclusive as possible for everyone in our community



Wellbeing Officer - Josie Dutton

Throughout the year, the committee has the support of Josie Dutton, who is part of the committee as our Wellbeing Officer. She is always on hand to be an ear to listen and help any committee member needing support and guidance. The committee wanted to thank Josie for all she does to keep us going.



2020 at a Glance

A breakdown of the activities we were able to produce since the 2019 AGM. We look back at the triumphs and challenges faced hosting events during the pandemic.

Pride Hub

One of the committee's biggest triumphs for 2020 was having the opportunity to run, for the first time, a Pride Hub in Gloucester City Centre during our Virtual Pride Week. Having the ability to have a physical hub allowed us the opportunity to reach out to the community in a safe, COVID-secure way following a time for many of separation and solidarity. Through the week we hosted different workshops to allow community groups the opportunity to connect with the community. The highlight of the week was being a safe-space and life-line for a member of the community that had lost all hope. We hope to include a Pride Hub into our programme going forward.



Gloucester Day

We were proud to be able to represent our community during the annual Gloucester Day celebrations and presenting the Mayor of Gloucester and the City Council with their own Progress Flag.



Flying the Flag

2020 saw Gloucestershire become the first county in the country to have the Progress flag flying from every council office, including the county council office.

Our Chair Jay-Jay spent a day visiting every council office in the county presenting them with a Progress flag to be flown and as seen in the photo to the left, he was even given the honour of raising the flag himself.

IDAHOBIT DAY & Cheltenham 'Picnic in the Park'

Celebrating IDAHOBIT Day & Running 'Cheltenham Picnic in the Park' was our first event we ran virtually. It presented new challenges for the committee but we were able to overcome these and produce a day of entertainment for the community and raise awareness of IDAHOBIT Day.

Virtual Pride Week

Our virtual Pride week was an opportunity to expand our standard Pride day across 7 days. We managed to do this by incorporating the different aspects of Pride, this included; the Family Zone, Kink & Fetish Zone and introducing our planned new zone, the Trans Zone. We also used the Pride Hub to showcase the different community groups that would have had a stall at Pride. We ran, for the first time, panel discussions for two areas of our community. A Trans panel with Jordan Grey & Annie Wallace and a Kink & Fetish Panel discussion with title holders from across the UK. We also intended to feature Drag Queen Story Hour UK to represent our Family Zone, but due to technical difficulties, this didn't go as planned.



LGBTQ+ History Month Quizzes

To mark LGBTQ+ History Month our production manager, Matthew, hosted two quiz nights during the month virtually as a way to bring the community together, bring some entertainment and, most importantly, to bring education on what LGBTQ+ History Month is, how it started and what it stands for.

Monthly Quiz Nights

Through the beginning of Lock Down, our production manager, Matthew, hosted multiple quiz nights as a form of entertainment for the community and an opportunity to raise funds whilst we were unable to hold any physical activities.

Looking to 2021

As we close 2020 and begin looking into our 2021 programme of events and activities, we are looking at what events we would like to include, either physically or virtually. These include;

Pride Hub

Following the success of the 2020 Pride Hub, we are looking to bring this to our 2021 Pride day & Picnics.

Pride on Tour

After not being able to bring our Pride on Tour into 2020 due to Covid-19, we are eager to get back out into the county and have a tour in 2021.

Panel Discussions

In 2021, we are looking to work more with the community groups we have worked with this year and extend the panel discussions as a chance to educate throughout the year.

Quizzes

We have missed hosting a physical quiz evening and hope that 2021 allows us to do this again.