



Aviation Pride UK

FY24 - Trustee's Annual Report

01-Jan-24 to 31-Dec-24

Charity Number: 1206608



Commentary

The charity had a gross income of £22,251.01 in the FY 2024 and is not required to have an independent examination. As the charity is below the larger charity threshold it may also prepare a simple annual report.

Although this report does not use the pro forma, this report follows the structure using the same headlines.

Reference and Administrative Details

Annual Trustee's Report and Accounts

This board of trustees announces its annual report and financial accounts for the year ending 31st December 2024. This report was prepared by the board chair and approved by the board of trustees.

Charity Information

Charity Name: Aviation Pride UK (*also known as APUK*)
Charity Number: 1206608
Registered Address: 21 Wheatash Road
Addlestone
Surrey
KT15 2ER

Board of Trustees

		Appointed Term
William Robson	<i>Chair/Treasurer</i>	<i>until 03/26</i>
Richard Walker	<i>Vice-Chair</i>	<i>until 03/26</i>
Peter Yardley-Jones	<i>(appointed 09/04/2024)</i>	<i>until 03/26</i>
Christopher Buckley		<i>until 03/25</i>
Christopher Holmes		<i>until 03/25</i>
Stuart Beech	<i>(resigned 01/10/24)</i>	<i>N/A</i>

Non-Executive Directors

Christopher Beer (*appointed 01/06/2024*)
Grant Walker (*appointed 01/08/2024*)
Chaten Oberoi-Morris (*appointed 01/08/2024*)
Kalli Boyne (*appointed 01/10/2024*)

The charity has no corporate trustees or any trustees holding title to properties owned by the charity.



Structure, Governance and Management

The charity is constituted as a Charitable Incorporated Organisation, registered with the Charity Commission in England. The governing document is a constitution adopted on 18 January 2024, accessible on the Aviation Pride UK [website](#).

The eligibility criteria of trustees are defined by our constitution. Each year, prior to the Annual General Meeting in March, individuals may put their name forward and apply to become a trustee of the charity. The current board of trustees will vote on each applicant with a majority vote required to appoint the applicant. If a trustee retires prior to their term or the board decides for another reason, the board may open for ad-hoc applications with the appointment process as above.

The charity is an affiliate charity of the National Gay Pilot Association, a charity based in the United States. As a charity with the same mission, they provide support, guidance, resources and grants to the charity where required. They do not own or act as corporate trustees of the charity.

Objectives and Activities

The objects of the CIO, set out in our constitution, are:

- a. The promotion of equality and diversity for the public benefit in the UK aviation industry by:
 - a. the elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion;
 - b. advancing education and raising awareness in equality and diversity;
 - c. promoting activities to foster understanding between people from diverse backgrounds;
 - d. conducting or commissioning research on equality and diversity issues and publishing the results to the public;
 - e. cultivating a sentiment in favour of equality and diversity.

Our charity's activities are in two parts to foster a sentiment in favour of equality and diversity across the industry and the community;

Industry. Building and supporting the industry involves advocacy, training, research, and publications. We'll host regular roundtable events to bring stakeholders together to discuss challenges facing the LGBTQIA+ community and develop solutions. Surveys of members and partner organisations will identify trends and safety-related incidents that need addressing. Data from these surveys will inform public-readily available recommendations.

Community. Supporting and uniting the community involves regular events for networking and connection building. We'll host a mentoring program for career and personal development. Member publications will highlight news, celebrate achievements, share advice, and provide career information. These publications will be available to members.

Public Benefit

Throughout the year, the trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Volunteers

Aviation Pride UK does not employ anyone and therefore all work is conducted by volunteers, including the trustees. The charity operates a 'working board' principle meaning they are directly involved in the running and operations of the charity. This work is supported by a group of non-executive directors, who provide guidance to the trustees, as well as a small group of volunteers. This year would not be possible without the work of the volunteers and the trustees would like to thank everyone who has contributed..

Achievements and Performance

2024 Summary

Being the charity's first year, the board faced many tasks related to setting up the charity's foundations and providing a base for success and longevity. These included mostly administrative, organisational and legal tasks. Although this meant less resources directed to the public facing benefit of the charity, Aviation Pride UK was successful in furthering its objectives.

We were able to achieve these objectives through the following activities:

- Membership of over 100 people across the country uniting individuals and providing mentoring opportunities for personal and professional development.
- Hosting over 10 networking events celebrating pride in the industry and providing members across the community the opportunity to connect.
- Running two advocacy events attended by industry leaders and stakeholders, raising awareness of issues in equality and diversity, and finding industry wide solutions.
- Gaining feedback and insight from individuals as to why individuals feel discriminated against in the industry.

Fundraising efforts have been successful throughout the year with funds being raised through membership subscriptions, individual donations, corporate donations and event income. The total income at year end is £10,663.11

All of these activities and fundraising have surpassed the goals that were set at the beginning of the year, having been conservative with success. We look forward to continuing the work, with more resources being put towards our work to benefit the public, and exceeding the targets in the next FY.

Financial Review

During the FY 2024, Aviation Pride UK started to make significant progress in advancing our mission of promoting inclusivity and diversity within the aviation industry. Our financial position reflects our commitment to supporting the LGBTQ+ aviation community and delivering impactful initiatives.

Income

The total income for the year was £22,251.01, generated through a combination of individual donations, individual memberships, corporate memberships and fundraising events. Notable contributions included:

- **Individual Memberships:** £8,329.23
- **Corporate Memberships:** £3,000.00
- **Fundraising Events:** £8,775.28
- **Individual Donations:** £1,406.74

Expenditure

Our total expenditure for the year was £11,587.90, focused on delivering programs and activities aligned with our charitable objectives. Major areas of expenditure included:

- **Benefit Programmes and Events:** £7,852.57
- **Operational Costs:** £3,735.33

Reserves

At the end of the financial year, our total reserves stood at £10,663.11. This is all unrestricted funds. The Trustees are satisfied that these reserves provide a solid foundation for future activities while maintaining financial stability for at least two operating years.

Financial Performance and Sustainability

The charity created a strong focus on financial sustainability by diversifying income streams and managing expenditure prudently. Our largest financial risk is loss of individual membership or a downturn in event attendance.

Future Outlook

Looking ahead, we will be improving the offering and benefit we provide to our membership and the public, likely increasing membership and event attendance. We will be working with more corporate partners to create positive change within the industry from the top, this will likely increase our funding from corporate partnerships.

The charity will also be investing in an individual grant for training funds, adding an expenditure stream not currently seen. This is likely not to exceed £2,500 from the charity's funds.

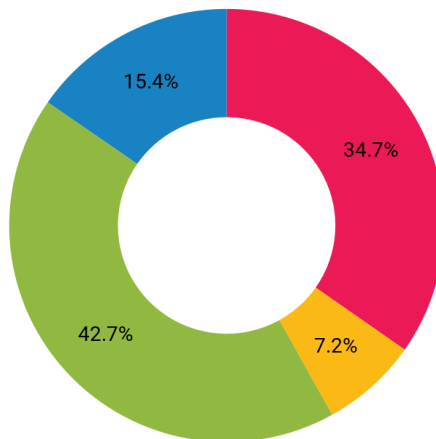
The charity has recently been recognised by HMRC as a charity and is eligible to claim gift aid. This will be claimed during FY25, providing approximately an additional income of £2,500.

Our financial strategy focuses on balancing continued investment in charitable activities with maintaining adequate reserves to support the charity's ongoing operations and future growth.

The Trustees confirm that the charity remains financially sound and is well-positioned to continue its mission in the year ahead.

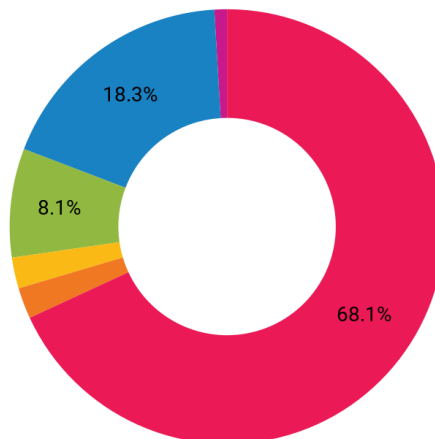
Income Summary

- Flagship Events
- Individual Donations
- Individual Members
- Corporate Members



Expenditure Summary

- Direct Expenses
- Accountancy/Legal
- Digital
- Travel
- Advertising and Marketing
- Printing/Postage





Declaration

The trustees declare that they have approved the trustees' report above.

A handwritten signature in black ink, appearing to read 'W Robson', is written over a horizontal line.

William Robson - Board Chair

18/04/2024

Date

Signed on behalf of the trustees