Annual Report 2025 - Schools OUT United Kingdom - 1156352

The Trustees of Schools OUT United Kingdom (hereinafter “SOUK”), present their annual report and accounts for the year ended 31 December 2025.

1. AIMS

Schools OUT UK (SOUK) operates under a constitution dated 18 September 2013 (the “Constitution”). The objects of SOUK are to promote equality and diversity for the benefit of the public by:

(A) increasing the visibility of lesbian, gay, bisexual and transgender (“LGBT+”) people, their history, lives and their experiences in the curriculum and culture of educational and other institutions, and the wider community;

(B) raising awareness and advancing education on matters affecting the LGBT+ community;

(C) working to make educational and other institutions safe spaces for all LGBT+ communities;

and

(D) promoting the welfare of LGBT+ people, by ensuring that the education system recognises and enables LGBT+ people to achieve their full potential, so they contribute fully to society and lead fulfilled lives, thus benefiting society as a whole.

SOUK aims to achieve these objects by organising an annual Lesbian, Gay, Bisexual and Trans + (or “LGBT+”) History Month each February, to be celebrated in schools, other educational establishments, workplaces, and other organisations in the United Kingdom.

Each UK LGBT+ History Month is launched at a formal event in the November preceding it. Linked to UK LGBT+ History Month, SOUK aims to coordinate and share knowledge of events planned throughout the country in connection with LGBT+ History Month and provide resources to augment the theme of LGBT+ History Month.

More broadly, to raise awareness of LGBT+ issues and to increase the visibility of LGBT+ people in the classroom, SOUK aims to provide a number of inclusive teaching resources for use in classrooms around the country, via a website.

2. ADMINISTRATIVE INFORMATION

Schools OUT United Kingdom is a Charitable Incorporated Organisation (registration no.1156352). The principal address of SOUK is BM Schools OUT, London, WC1N 3XX

SOUK receives pro bono legal assistance from Allen & Overy LLP, One Bishops Square, London, E1 6AD for which the Trustees and Management Committee are truly thankful. None of the Trustees is a body corporate.

The Trustees are:

• Professor Ian Rivers

• Margaret (Max) Hyde

• Kate Louise Hutchinson

• Lynne Michelle Nicholls (Chair)

3. STRUCTURE, GOVERNANCE AND MANAGEMENT

SOUK became a registered Charitable Incorporated Organisation on 25 March 2014. This report covers the period 1st January 2025 to 31st December 2025. The Trustees (who are also the Members under the Constitution) were appointed under the terms of the Constitution, which is based on the Foundation Model Constitution published by the Charities Commission.

The Trustees are responsible for the management of the affairs of SOUK and for that purpose exercise all the powers of SOUK. The Management Committee of members was appointed by the Trustees to exercise the day-to-day management tasks of SOUK. In particular, under the supervision of the Trustees, the Management Committee has been delegated the tasks of:

(A) managing the day-to-day business of SOUK;

(B) meeting at least quarterly to discuss the business of the Management Committee and SOUK;

(C) preparing meeting minutes for all meetings of the Management Committee;

(D) organising a themed UK LGBT+ History Month to take place in schools, educational establishments or other organisations in February of each year;

(E) organising a launch event in advance of each UK LGBT+ History Month;

(F) managing the budget of SOUK;

(G) embarking on fundraising initiatives to benefit SOUK;

(H) managing the SOUK websites content.

(I) preparing the annual statement of accounts;

(J) preparing an annual report to the Trustees:

(K) maintaining and managing our profile on social media**;**

(L) preparing and filing reports required by the Charity Commission (such reports being approved by the Trustees before filing);

(M) entering into contracts for the purpose of carrying out the tasks and functions delegated to the Management Committee; and

(N) delegating any of its powers, as it deems appropriate, subject to these terms and conditions.

The Management Committee

Comprises [9] volunteers who provide their time, support, skills and energy to SOUK. None of the Management Committee are paid for their time

For 2025, the Management Committee members were:

- Professor Emeritus Sue Sanders
- Abtin Sadeghi
- Adam Lowe
- Andrew Dobbin
- Puja Mitra
- Seth Atkin
- Dr Stephen Hornby
- David Church
- Lynne Nicholls*

* Lynne Nicholls is the Trustees' representative on the Management Committee.

In addition, as required, Education consultant, IT support consultant and Media consultants may attend the Management Committee meetings.

4. REPORT ON THE YEAR 2025

In 2025 SOUK has achieved its Objects via its activities with the UK LGBT+ History Month 2025, workshops, the launch of the UK LGBT+ History Month theme 2026 and work on our educational resources.

In conducting these activities, the Trustees, and indeed the Management Committee, have had regard to the Charity Commission guidance on public benefit. The Trustees strongly believe that raising awareness and educating the public on both LGBT+ community and the matters that affect LGBT+ people will not only increase visibility and promote the welfare of LGBT+ people, but also benefit the wider community by promoting inclusivity, diversity and acceptance.

There are other specific groups of non-LGBT+ people who directly benefit from the activities of SOUK. They include many non-LGBT+ people who are the children of LGBT+ parents or who have family members who are LGBT+, and who are either bullied for this reason or are afraid to discuss their family situation. There are other non-LGBT+ people who are friends with LGBT+ people and are also bullied. The work of SOUK therefore directly affects those who know and live with LGBT+ people, and those who know and live with these people. The work of SOUK in education institutions, therefore, goes much further than solely benefiting the LGBT+ people, and is not limited to those with a protected characteristic.

In the Annual Report 2024 we identified certain areas of our work that would be our focus in 2025: We have made progress in all these areas:

• measuring the effectiveness of SOUK's activities against its Objects;

• succession planning;

• further extending the range of diversities and skills of both the Management Committee and Trustees by seeking out new members;

• ensuring stability and growth within the Management Committee;

• continuing to ensure a constant stream of income from fundraising activities, grants and sponsorship so that its Objects can be fulfilled;

• continuing to ensure that the Classroom resources are updated to cater for changes to the curriculum and developments in technology;

• increasing our reach with educators;

• increasing the reach of UK LGBT+ History Month in schools, colleges, universities, other educational institutions and settings and in the wider community.

5. FUNDRAISING AND SUPPORT

The Trustees are grateful to the individuals and private corporations who have shown their support via booking workshops, donating, and buying badges and lanyards over the past year. Their generous and ongoing support has been tremendously helpful in enabling SOUK to achieve its Objects of promoting equality and diversity for the benefit of the public.

Finally, all work considered by the Management Committee, undertaken and presented to the general public is performed by volunteers. The Trustees are truly grateful to them for their unending enthusiasm, continuing to selflessly donate their time and talent, in addition to their unwavering commitment to the objectives of SOUK.

Challenges for the future include:

• measuring the effectiveness of SOUK's activities against its Objects;

• succession planning;

• further extending the range of diversities and skills of both the Management Committee and Trustees by seeking out new members;

• ensuring stability and growth within the Management Committee;

• continuing to ensure a constant stream of income from fundraising activities, grants and sponsorship so that its Objects can be fulfilled;

• continuing to ensure that the Classroom resources are updated to cater for changes to the curriculum and developments in technology;

• increasing our reach with educators;

• increasing the reach of UK LGBT+ History Month in schools, colleges, universities, other educational institutions and settings and in the wider community.

Camp Maisie Fund

On Wednesday 5th March 2025 Schools OUT and the producers of LGBT+ rights film Legendary Children (All of Them Queer) staged the closing event for 2025 UK LGBT+ History Month, screening Audience Award winner at Palm Springs LGBTQ+ Film Festival Legendary Children and human rights short The Fragility of Freedom (about the unique Dora Love Prize schools/colleges youth education programme founded by Rainer Schulze). Legends Angela Mason. Peter Tatchell, Rainer Schulze, Roz Kaveney, Sue Sanders and Ted Brown all appeared live for the Screen Talk hosted by Schools OUT chair Lynne Nicholls. Gay Liberation Front's unique Stuart Feather, Michael Parkes, John Grimshaw, and Julian Peach, and acclaimed director Neil Bartlett were among the cast members also present at the screening.

The two films, directed by Rob Falconer perfectly fitted the 2025 LGBT+ History Month theme Activism and Social Change. The theme was chosen as a nod to our roots as we are celebrating 50 years of Schools OUT and 20 year's of LGBT+ History Month with a reflection of the challenging times we are facing in the USA, Europe and in the UK. It's a reminder that LGBT+ people have fought for rights for all marginalised groups as well as for LGBT+ communities.

Exeter and Schools OUT help UK school pupils learn about LGBT+ scientists

University of Exeter experts have produced free educational resources championing the achievements of LGBT+ individuals working in maths and science for secondary schools and museums across the UK.

The educational resources, which include posters, postcards, videos and class activities, are produced in collaboration with Schools OUT.

Schools OUT have been working for over 50 years to #educateOUTpreudice and #Usualise LGBT+ lives. Through education and advocacy we empower people in all learning settings to create environments where **all LGBT+** people feel safe, seen, and supported.

Schools OUT founded UK LGBT+ History Month, the 2026 theme was revealed at a special event at the Royal Society of Chemistry in November 2025 at which the first set of resources were launched.

Exeter academics have been helping young people to recognise LGBT+ figures in STEMM (science, technology, engineering, maths and medicine) through the Queer Science Competition, which ran in 2020, 2022 and 2024.

The competition, which was led by the Prism Exeter LGBTQ+ network, challenged secondary school, college, and university students across the South West to discover and celebrate the science and achievements of lesser-known LGBT+ scientists, technologists, engineers, mathematicians and medics.

The new materials are based on these competition entries and include profiles of the mathematician and chess champion Ron Buckmire, the pioneering physicist Nergis Mavalvala and the American evolutionary biologist Joan Roughgarden.

Dr Claire Davies, a University of Exeter academic and founder of Prism Exeter, said the resources will for the first time integrate LGBT+ identities into Key Stage 3 and 4 maths and physics lessons and praised the 'incredibly inspiring' competition entries.

"The resources help bring to light some of the untold stories of LGBT+ scientists, engineers and mathematicians whose contributions have been overlooked," said Dr Davies.

"We were so delighted to be able to use the Queer Science competition entries in this way, as they revealed significant yet little-known contributions to science and technology, and important work to make science and maths more inclusive."

6. ACCOUNTS

A copy of the accounts is included in this Annual Report. Accounts were prepared for the period 1st January 2025 to 31st December 2025, the end of the financial year. Please see Appendix CC16a for further details.

In 2025 our income was **£24,998.30**, in addition to our usual income generating activities that where broadly inline with last year we received a grant from Grand Camp Maisie Fund which enabled Schools OUT to extend its reach to the wider community.

We also raised additional monies through our partnership with Prism Exeter to produce LGBT+ STEM Educational resources, in line with our educational objectives and the 2026 LGBT+ History Month theme science and innovation. The resource to be released in full in February 2026.

In 2025 our expenditure was **£29,322.59**, we incurred anticipated additional expenditure in relation to our two main projects. For 2026 increasing out funding is a key priority to enable Schools OUT.

7. RISKS

The Charity Commission recommends that DBS (formerly CRB) checks should be obtained for trustees of charities which work with children or vulnerable adults. It is possible, although unlikely, that the work of the Trustees and/or the Management Committee could bring them into contact with children or vulnerable adults. However, the position of trustee of a children's or vulnerable adults' charity is not a regulated activity in itself. It is only if trustees have close and unsupervised contact with beneficiaries that they would fall within the scope of regulated activity and be eligible to obtain an enhanced DBS (CRB) check and barred list check.

SOUK is not a children's or vulnerable adults' charity and the Trustees, in their capacities as trustees of SOUK, and the Management Committee, in their capacities as members of the management committee of SOUK, do not have close and unsupervised contact with children or vulnerable adults. However, we have continued to roll out enhanced DBS (CRB) and barred list checks of the Trustees and the Management Committee.

Lynne Nicholls
Chair of Trustees
October 2026

Schools OUT UK	1156352	CC16a

Receipts and payments accounts

For the period from	Period start date	To	Period end date
	01/01/2025		31/12/2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	2,500	-	-	2,500	3,000
Merchandise (Badge Sales)	9,380	-	-	9,380	10,965
Conferences	-	-	-	-	-
Fees from Charitable work (Workshops)	2,221	-	-	2,221	3,301
Fundraising	919	-	-	919	3,296
Other Charitable activities	9,920	-	-	9,920	-
Interest	£59.12	-	-	59	89
	-	-	-	-	-
***Sub total** (Gross income for AR)*	24,998	-	-	24,998	20,652
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	24,998	-	-	24,998	20,652
A3 Payments					
Events	8,076	-	-	8,076	5,345
Insurance	309	-	-	309	255
Subsciptions & Licences	2,380	-	-	2,380	2,267
Postage	834	-	-	834	755
Fundraising	-	-	-	-	-
Other charitable activities	10,708	-	-	10,708	8,247
Merchandise	4,175	-	-	4,175	2,695
IT Support	1,346	-	-	1,346	1,133
Accomodation	1,085	-	-	1,085	-
Training/Transport	910	-	-	910	1,209
Sub total	29,823	-	-	29,823	21,905
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	29,823	-	-	29,823	21,905
Net of receipts/(payments)	- 4,824	-	-	- 4,824	- 1,253
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	10,524	-	-	10,524	11,777
Cash funds this year end	5,700	-	-	5,700	10,524

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	-	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
Max Hyde	Max Hyde	29th October 2026
Professor Ian Rivers	Professor Ian Rivers	29th October 2026