APUK

Aviation Pride UK

FY25 - Trustees' Annual Report

01-Jan-25 to 31-Dec-25

Charity Number: 1206608

Commentary

The charity had a gross income of £29,404.56 in FY 2025 and is therefore required to have an independent examination. As the charity is below the larger charity threshold it may also prepare a simple annual report. The independent examination report is attached as an appendix to this report.

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

Reference and Administrative Details

Annual Trustees' Report and Accounts

This board of trustees announces its annual report and financial accounts for the year ending 31st December 2025. 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**
William Robson	*Chair*	*until end FY26*
Richard Walker	*Vice-Chair*	*until end FY26*
Peter Yardley-Jones	*Treasurer*	*until end FY26*
Christopher Buckley	*(renewed 18/04/2025)*	*until end FY27*
Grant Walker	*(appointed 18/04/2025)*	*until end FY27*
Debra Burman-Gisby	*(appointed 18/04/2025)*	*until end FY27*
Carl Hemming	*(appointed 18/04/2025)*	*until end FY27*
Michael Caffrey	*(appointed 28/10/2025)*	*until end FY27*
Christopher Holmes	*(resigned 31/12/2025)*	*N/A*

Non-Executive Directors		
Chaten Oberoi-Morris	*(renewed 28/10/2025)*	*until end FY26*
Christian Kasmeridis	*(renewed 28/10/2025)*	*until end FY26*
Christopher Beer	*(outgoing 31/12/2025)*	*N/A*
Kalli Boyne	*(outgoing 31/12/2025)*	*N/A*
Robert Springett	*(outgoing 31/12/2025)*	*N/A*

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 a general meeting in Q3/Q4, 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. A standard board term is for two consecutive years running alongside our FY calendar.

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.

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

During the year, the trustees began the process of amending the charity's objects to enable the provision of training scholarships, with the prior consent of the Charity Commission. This is expected to be completed in FY26.

Objectives and Activities

The objects of the CIO, set out in our constitution, at the end of FY25 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. Hosting 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 publicly available recommendations.

Community. Supporting and uniting the community involves regular events for networking and connection building. We host a mentoring programme for career and personal development. Member publications highlight news, celebrate achievements, share advice, and provide career information. These publications are 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

2025 Summary

Being the charity's second year, the board continued building a strong foundation whilst expanding the benefit to the public. As well as investing in methods of streamlining and making the day to day operation more efficient, we were able to achieve and further our objectives through the following activities:

- Membership of almost 200 people across the UK and overseas affiliates, 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 an opportunity to connect.

- Running three 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 and highlighting that across the industry.

- Continued to work with more corporate members through formal memberships and informal partnerships, helping to build a more inclusive and safer industry for all.

Fundraising efforts have been successful throughout the year with funds being raised through membership subscriptions, individual donations, corporate donations and event income. The total surplus at year end is £3,738.14.

These results exceeded the goals set at the start of the year. Our membership almost doubled, corporate support more than tripled, and we delivered more advocacy events than in our first year, all while reducing our running costs. Going into FY26, we will build on this momentum by directing more resources into work that benefits the public, including the launch of our training scholarship, and we look forward to exceeding our targets again.

Financial Review

FY 2025 was a year of growth for Aviation Pride UK as we moved from establishing the charity to expanding the benefit we deliver. Total income rose by 32% to £29,404.56 (2024: £22,251.01), driven by a significant increase in corporate support: corporate memberships grew from £3,000 to £7,500, and event sponsorship contributed a further £3,000 in its first year. Individual donations nearly doubled to £2,777.78.

Individual membership income fell slightly to £7,620.52 (2024: £8,329.23), despite our membership almost doubling to close to 200. This reflects members moving from our higher donor level, which many generously chose in our first year to help the charity get established, to our standard membership.

Expenditure more than doubled to £25,666.42 (2024: £11,587.90) as we put more resources into our charitable activities, including a larger events programme and our first dedicated awareness campaigns. Over 88% of expenditure went directly on programmes, events and awareness, while operational running costs fell to £2,276.14 (2024: £3,735.33). The year closed with a surplus of £3,738.14, increasing total reserves to £15,025.79.

Income
The total income for the year was £29,404.56, broken down here:

- **Individual Memberships**: £7,620.52
- **Corporate Memberships**: £7,500.00
- **Event Sponsorship**: £3,000.00
- **Fundraising Events**: £7,933.64
- **Individual Donations**: £2,777.78
- **Shop Sales**: £572.62

Expenditure
Our total expenditure for the year was £25,666.42, focused on delivering programmes and activities aligned with our charitable objectives. Major areas of expenditure included:

- **Benefit Programmes and Events**: £18,796.41
- **Awareness Campaigns**: £4,593.87
- **Operational Running Costs**: £2,276.14

No trustee received remuneration. Five trustees were reimbursed a total of £2,178.09 for expenses incurred on behalf of the charity, principally event, travel and project costs.

Receipts and Payments Summary	**£**
Cash Reserves at 01 January 2025	11,287.65
Total Receipts	29,404.56
Total Payments	-25,666.42
Cash Reserves at 31 December 2025	**15,025.79**

Statement of Assets and Liabilities	
Cash Reserves	
Natwest Current Account	14,658.17
PayPal	367.62
Cash Reserves at 31 December 2025	**15,025.79**

Money Owed to the Charity	
Motel Ltd: Deposit refund due	1,464.00
Abacus Vehicle Hire: Deposit refund due	100.00
Total Owed to the Charity	**1,564.00**

Money Owed by the Charity	
None	**0.00**

At year end, the charity was owed deposit refunds of £1,564.00 (Motel Ltd £1,464.00 and Abacus Vehicle Hire £100.00). These were not received by the year end, so they are not included in the receipts and payments for 2025. They will be recorded when received in 2026.

The charity also had given no guarantees under which any potential liability was outstanding, and had no debts secured by a charge on any of its assets.

Reserves

The charity generated a surplus of £3,738.14 in the year, bringing total reserves to £15,025.79, all of which are unrestricted funds. Reserves at the start of the year were £11,287.65, being the cash held at 31 December 2024. This is £624.54 higher than the reserves figure stated in the FY24 report, which was calculated from that year's surplus rather than the year-end bank balances.

Reserves cover approximately seven months of total expenditure, and over five years of core operating costs, giving the charity the flexibility to scale activity up or down as income allows.

Future Outlook

Strategy

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.

Last year we set out plans to introduce an individual scholarship for training funds. This was not launched during FY25 while the board finalised the scheme criteria and selection process, and agreed the amended object wording with the Charity Commission. We now intend to launch an individual scholarship for training funds in FY26, adding an expenditure stream not previously seen, with total expenditure not expected to exceed £5,000.

The charity is registered with HMRC and is eligible to claim Gift Aid. The claim anticipated in last year's report was not submitted during FY25, and a claim covering eligible donations from FY24 and FY25 will now be made in FY26. We expect Gift Aid to provide a modest but recurring source of additional income, which will grow as we encourage more donors and members to complete Gift Aid declarations.

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.

Risks and Sustainability

The charity has placed a strong focus on financial sustainability by diversifying its income streams and managing expenditure prudently. In 2025, income came from six sources, and no single stream made up more than 27% of the total. The year closed with a surplus of £3,738.14, which strengthens our reserves going into 2026.

Our largest financial risk remains a loss of individual memberships or a downturn in event attendance. Together these account for over half of our income. To mitigate this, we continue to invest in awareness campaigns that grow our membership base. We are also building partnerships with organisations across the aviation industry, which increase our visibility, attract new members and provide a more stable base of corporate support. Corporate memberships and

event sponsorship together contributed £10,500 this year, and we aim to grow this further.

Another risk identified is volunteer engagement and stagnation. As a volunteer-led charity, we depend on the time and energy of our members to deliver our programmes and events. To address this, the board introduced minimum engagement hours for volunteers during the year. This sets clear expectations and helps us plan our activity around the capacity we have. Each volunteer was also given a lead contact on the board, so they have a named point of support and a direct line into how the charity is run.

Looking ahead to next year, we will restructure the way the board operates. Each trustee will lead a defined area of the charity's work and take accountability for it. This will strengthen oversight, spread responsibility more evenly, and make it easier for volunteers to see where they can contribute.

Declaration

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



William Robson - Board Chair

30/10/2026

Date

Signed on behalf of the trustees

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Charity Name **Aviation Pride UK**
On accounts for the year ended	**31.12.2025**
Charity no (if any)	**1206608**
Set out on pages	**6 - 8 of the Annual Report** (remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended DD/MM/**31/12/2025**YYYY.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention ~~(other than that disclosed below *)~~ in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:	LvBismarck	**Date:**	**30.10.2026**
Name:	**Luisa von Bismarck**		
Relevant professional qualification(s) or body (if any):			
Address:	**Waldstraße 64** **49808, Lingen (Ems)** **Lower Saxony, Germany**		

Section B	Disclosure
	Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	