

Annual Report Year End 2017

Supporting & empowering children & young people under 26 who are lesbian, gay, bisexual, trans or unsure (LGBTU) of their sexual orientation and/ or gender identity, since 1999.



Welcome

youth presidents

Being a youth president filled me with **immense pride**. Not only have I learnt valuable information about how a project runs, but I've also **created connections and a support network**.

Time and time again I'm **reminded how unique and amazing it is to have a youth organisation that is truly run by the youth**, and I honestly **feel so empowered** knowing that my voice, as well as others, is being heard. **Kristen**

November will mark three years I've been a Youth President for Allsorts, and I couldn't be happier about it. This is one of those things that people always say will look good on my CV and I've been really proud to talk about my work with Allsorts whenever I apply for other things, but that's not why I do any of it; it's such an honour to work with passionate and talented people throughout the organisation and to feel truly valued by them.

This year I've also begun to get involved in Peer Education, I have really enjoyed working with school students to teach more inclusivity, and I always feel so empowered being able to tell them all about my experiences. I couldn't be more grateful to Allsorts for giving me the confidence to achieve so much and make a difference both in and out of the charity. **Colin**

operations director

This year we have seen **another increase in the numbers** of children, young people and parents accessing services from Allsorts Youth Project, which is a true indication of the **continued relevance** and importance of our project.

There are **three exciting developments** from this year I would like to highlight.

The introduction of our **LGBT Urgent Need Advocacy Service** (page 13), run in **partnership** with our good friends at **MindOut**, who have supported us greatly in establishing this service. Our new Advocacy Worker, Liam O'Hare, has been a superb addition to our team. Advocacy is something new to us at Allsorts, but already we can see the real benefits of having such a service available to LGBT young people.

We also launched the **Rainbow Flag Award in the South East** (page 14), as part of a national consortium with three other LGBT youth projects. The project will encourage schools that sign up to deliver a whole school approach to tackling Homo/Bi/Transphobic bullying and promoting LGBT inclusion.

We are also delighted that we have very recently secured funding to run a one year pilot **LGBT Youth Support Project in West Sussex** in the next financial year. Expanding in to West and East Sussex is something we have always been keen to do but never managed to secure funding for, so we are extremely grateful to the West Sussex Clinical Commissioning Groups (NHS), in partnership with West Sussex County Council for providing us this opportunity. We look forward to reporting on this in next year's Annual Report.

I would like to say a **huge thank you**, as always, to our **wonderful staff team, community volunteers, youth volunteers, parents group volunteers and trustees** – who in their various different ways offer great skill, enthusiasm and dedication to ensuring the continued success of Allsorts Youth Project.

Lastly, but most importantly, **thank you** to the **hundreds of amazing children, young people and parents who access the services at Allsorts**.

You come for a variety of reasons and your stories are all unique, but each and every one of you are inspiring individuals and make working or volunteering at Allsorts so very worthwhile. Keep coming! **Ben Dew**

Welcome

co-chair

Allsorts Youth Project is a **special organisation** which I've been **involved with for over a decade** – first as a drop-in volunteer, then briefly as an administrator, before becoming Volunteering Development Worker and finally Project Manager. I'm now a trustee and Co Chair. As you can see, **once Allsorts exerts its magical grip over you, it never really lets you go!**

Allsorts is one of the few youth projects which is **truly youth-led**, with young people involved in every level of decision-making and operational activity at the organisation: **Youth Presidents** sit on the management committee ensuring young people's voices are heard; **young volunteers** run LGBT awareness campaigns and social activities for their peers; others provide **peer support**, helping younger members make the transition from our under-16s group to the Drop-in for 16-25 year olds; and finally **peer educators** raise awareness of LGBT young people's rights and challenge homo/bi/transphobia through their **workshops in schools, colleges and youth projects**.

Jess Wood, co-founder and Strategic Director of the project has successfully led the project for 19 years. Her dedication and innovation has enabled Allsorts to not only survive but thrive, including during the current financially challenging climate for charities.

She is joined by a **dedicated and hard-working team of staff**, including **Ben Dew**, our Operations Director & Education & Training Manager, who has done incredible work to expand the project and particularly the training in schools; and **Ryan Gingell**, Project Manager & Trans Team Coordinator, who with the rest of the **Allsorts Team**, has ensured that Allsorts continues to lead the way in developing support services for trans and non-binary children and young people.

Last but definitely not least are our **incredible team of volunteers** – Lead Volunteers, drop-in/under-16s group volunteers, and trustees. Without them dedicating their free time to help the project, we simply wouldn't exist.

The last year has been another amazing year for the organisation with our **services continuing to expand** from our **kids group gaining by a quarter** and our **parents group nearly doubling** in size as well as our **Advocacy service partnered with Mind Out**.

We also created a **new post, Business and Media Manager**, in order to raise more awareness of the organisation and generate new income. **Katie Vincent** has been in post for three months and is already doing a fantastic job of revamping our website and building links with local businesses and individual donors.

We of course **couldn't do any of this fantastic work without our funders** so I'd like to extend a special thank you to them here. They include; Brighton and Hove City Council: Three Year Strategic Grants; Big Lottery Fund UNAS; BBC Children in Need; Comic Relief, The Tudor Trust; Public Health Sexual Health Grant; CCG/ BHCC Psycho-social; Brighton & Hove Schools Contracts; BHCC Youth Service; Rainbow Fund; Public Health Trans Lot 6; Rainbow Flag Award; Starbucks UK Youth; CCG under 16s.

Finally, I'd like to **thank you – the reader!** Thank you for picking up our annual report and supporting the project.

Happy reading!

Marianne Lemond

Who we are

Vision

We want to see a world where LGBT young people are free to thrive

Mission

To support lesbian, gay, bisexual, trans and unsure (LGBTU) children and young people and challenge exclusion, prejudice and discrimination in all areas of children and young people's lives.

Aims

- To support LGBT children and young people in Brighton and Hove and the surrounding area who are LGBT or unsure of their sexual orientation and/or gender identity.
- To provide empowering volunteering opportunities for LGBT children and young people to run events and awareness raising campaigns.
- To provide social and cultural activities for LGBT children and young people to develop friendships and have fun.
- To deliver peer-led homophobia, biphobia and transphobia awareness and anti-bullying workshops for young people in schools, colleges and youth organisations.
- To provide LGBT awareness training for adults and agencies working with young people.
- To provide resources and educational materials relating to LGBT children and young people and promoting their well-being.

Feedback & Impact

Evidence of Impact

Allsorts gains an understanding of the impact of the activities we deliver in reducing distress in LGBT children and young people using a bespoke 'psychometric testing' tool, otherwise known as our Well-Being Diary.

At induction, service users complete the short Warwick-Edinburgh scale well-being questionnaire. Six months and a year later they re-visit the tool and Allsorts analyses the data to generate information about their 'journey' and their distance travelled. This measure allows Allsorts staff to track progress and review the efficiency of the service against impact on service users.

Service users are also asked in different contexts, including on the six-monthly survey, to provide the staff with feedback. Here is an example of one service users experience of Allsorts.



Allsorts,

Sometimes I've felt wrong.
I've felt small. I've felt alone.
Last time I tried to buy clothes, I ended up staring at the floor,
words running on repeat: I don't fit I don't fit I don't fit

But you
You always ask if I'm okay
You make me human again
You make me forget that I ever could have been ashamed

When I need to exorcise the fear, the grief
When I need to breathe
You support me

When I want to play and build new worlds
You elevate me

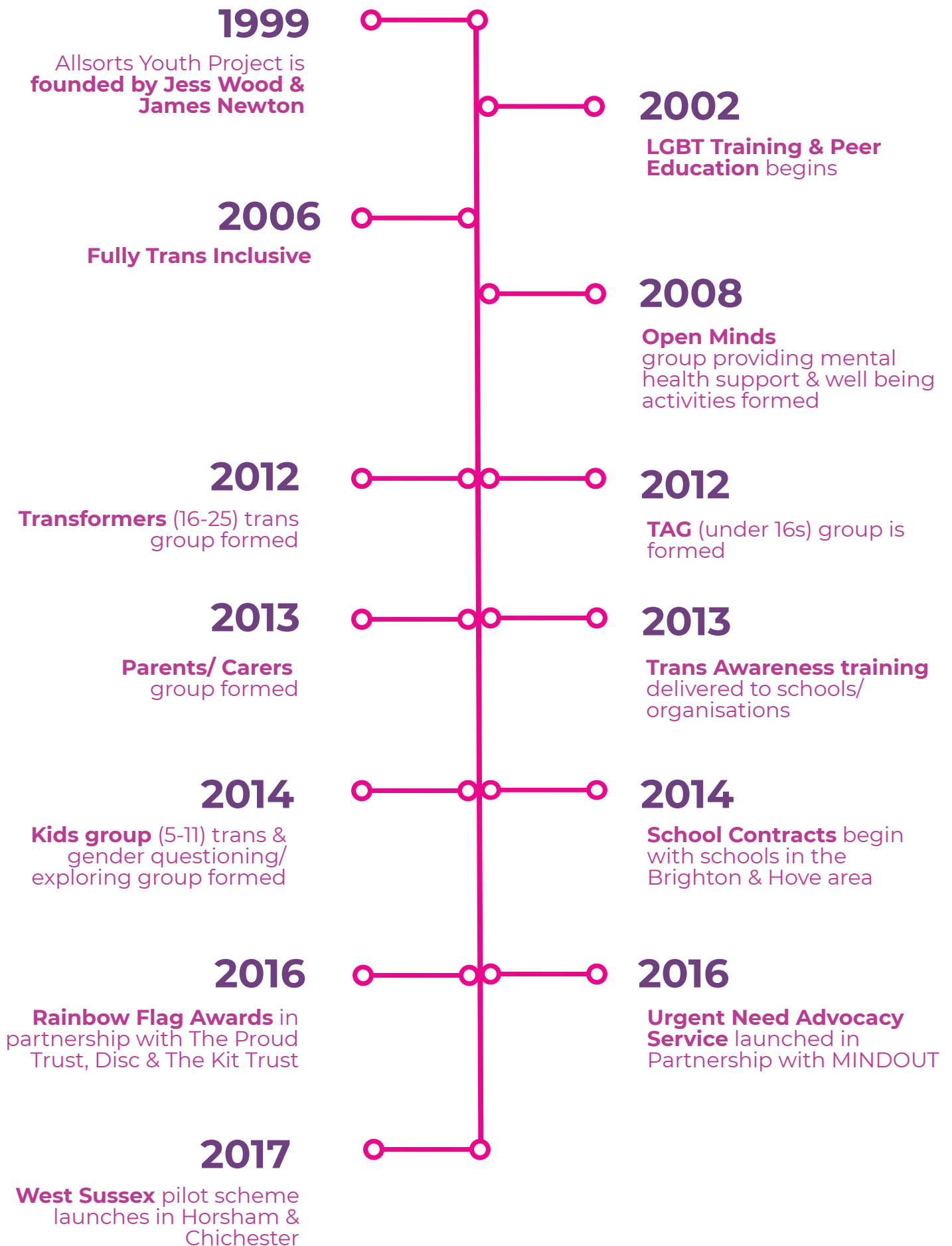
You give me exactly what I need to make it happen.
You give me delicious vegan food.
You give me a human heart to listen to me.
You give me a blank sticker with which to invent myself.
You give me glue, glitter and paint.
You give me projects to chew over.
You give me a crowd of people to love, to admire, to go to the beach with.
You give me a new vision of who I can be
of who I want to be



Thank you Allsorts for making me bolder.

Sol

Timeline



Survey Results

March 2017



92%

of our young people

Experience mental health problems including depression & anxiety



63%

of our young people

Had done something to injure or hurt themselves



58%

of our young people

Experienced some form of Homophobia/Biphobia/Transphobia

Allsorts has given me a safe and welcoming space where I can be comfortable to be myself without fear of judgement about who I am. It has helped me make friends in the LGBTQ+ community, and given me support in times of need.

Allsorts has been invaluable in helping my self esteem, and giving me healthy coping mechanisms to deal with dysphoria.



98%

of our young people

Strongly agreed that Allsorts had been helpful to them



69%

of our young people

Said that Allsorts has helped them feel more at ease about who they are

Activities

overview

In order to address isolation, invisibility and low self-esteem and meet the well-being needs of LGBT children and young people, Allsorts provides the following services and activities:

- **Group activities;** such as **Drop-In** (16-25 LGBTU); **Transformers** (16-25 Trans, Non-Binary, Gender Questioning); **TAG** (Under 16s LGBTU) **Kids Group** (5 - 11 Trans, Gender Questioning/ exploring); **Open Minds** (16-25 LGBTU positive health and well-being programme; specific **mens & women's** activities/ workshops.
- **One-to-one** emotional support through our **Talk It Out** service.
- **Volunteering opportunities** for LGBT adults to work with LGBT youth and/or become trustees of Allsorts.
- **Website & social media** platforms with wealth of **information & resources** for LGBT young people, parents and professionals including **promotional & educational materials**.
- **Consultancy** on **issues concerning LGBT** young people for national and local government **agencies**.
- **Campaigning** on **human rights** and **issues affecting LGBT young people**.
- **Homophobia, biphobia and transphobia** awareness **training** for adults and agencies working with young people
- **LGBTU** Awareness **Training**
- **Trans** Awareness **Training**
- **Peer-led homophobia, biphobia and transphobia** awareness and **anti-bullying workshops** for young people in schools, colleges and youth organisations.
- Specialist **support** and **advice** around **sexual health, mental health** and **well-being**.
- **Creativity activities:** such as drama, music & creative writing with local and national youth organisations.
- **LGBT youth volunteering** including **governance of the project; peer education** in schools and colleges; **peer role models** under-16 support project; **outreach; PR and promotion; youth consultation** work, **event management; campaigning; diversity events**.
- **Residential trips** for LGBT young people
- **Offsite trips** such as Trans Youth Conference, Bushcraft & Skateboarding

Drop-in

16-25 LGBTU group

Numbers at our weekly group reached a peak of **50 young people** having accessed the group on a couple of sessions for the **first time ever** throughout the year demonstrating the **continued need and demand** for **safe** and **supportive spaces** for **LGBTU youth**.

The **majority of young people** attending **experience poor mental health** and issues with **low confidence** and **self-esteem**, and in response positive mental health and wellbeing promotion continues to inform the planning and delivery of activities in our Drop-in programme.

We have also continued to build on the **'one stop shop'** model at Drop-in to ensure the young people are **able to access a range of services, support** and **advice within the drop-in** itself, working to reduce known barriers to young people engaging with wider provision beyond targeted LGBTU services.

It's helped me
come out and
start to accept
who I am

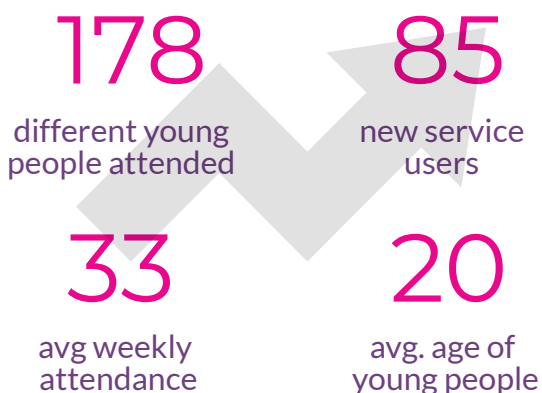
Allsorts has helped me to
understand more about
safer sex and helped me to
develop my social skills and
understanding others. I
have also made and rebuilt
friendships.

I feel like my social anxiety has improved by being
around people who I feel comfortable with and
accepted by. I also feel like I am a slightly happier
person and I spend less time being depressed or
lonely as I have broadened my friendship groups and
it's made me feel better about my life in general.

I also just really like knowing that Drop In is available
to me - even if sometimes I don't go because I'm tired
or not in the mood to see people it's nice knowing
that I have a place to go every week where I can enjoy
spending time with friends, having a laugh and
feeling accepted :)

Highlights

- ♥ A visit from an LGBT theatre company who led an experiential movement workshop to encourage confidence and self-esteem building.
- ♥ International Women's Month activities including: designing and making cards to send to the Brighton Women's Centre; Badge making; presence at the International Women's Day event at the Dome.
- ♥ We celebrated LGBT History Month with a range of activities including Zine making and an Open Mic event to encourage self-expression where young people performed poems, songs and spoken word.
- ♥ We have offered a range of creative activities, including mindfulness colouring-in, clay modelling, friendship bracelets, lino printing, artwork for B-Fest and much more!



Regular Services

- ♥ THT monthly STI & Rapid HIV tests
- ♥ MindOut Mental Health Project
- ♥ Pavilions Drug & Alcohol support
- ♥ Careers advice surgery
- ♥ LGBT TAPA worker

Transformers

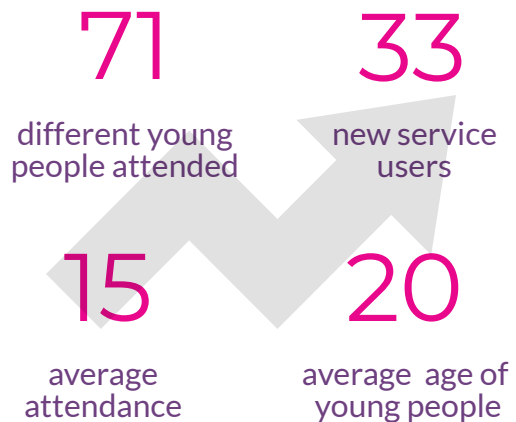
16-25 Trans/ Non-binary/ Gender Questioning group

Transformers has continued to provide a **fortnightly** safe space for young people that **identify as trans and/or non-binary or gender questioning** and is facilitated by staff and volunteers that also identify as trans and/or non-binary.

We delivered a multitude of **activities** and **themes** during Transformers sessions this year around **mental health** and **wellbeing**, **sexual health**, **healthy relationships** and **challenging prejudice** and **discrimination**.

Allsorts has helped me by providing a safe space for me to talk with others who have the same experiences as me/that I will have.

It has been a fantastic place where I've felt loved and welcomed, and had the happiest times of my life.



Highlights

- ♡ Session on resilience and hope to mark World Suicide Prevention Day with Jaime Naish from the TAPA team
- ♡ Young people took part in research by Katherine Johnson, of University of Brighton, on the lives, experiences and identities of trans young people.
- ♡ Disrupting racism and hate crime activity to mark Black History Month and Anti-Bullying Month
- ♡ Workshop and group discussion on global trans activism and history
- ♡ Making breathing squares, a tool for self-managing anxiety

My favourite part about coming to the group is being with other people that know what I'm going through. Even though we are all different, I never feel judged.

Allsorts has helped me become more comfortable & accepting of myself as a trans man

It is really nice to see adults that are trans and happy.

It helps me to imagine what my future might be like when I'm older.

Allsorts has helped me deal with situation when I feel completely overwhelmed my one to ones help me the most to get me through those times.

TAG

11-16 LGBTU group

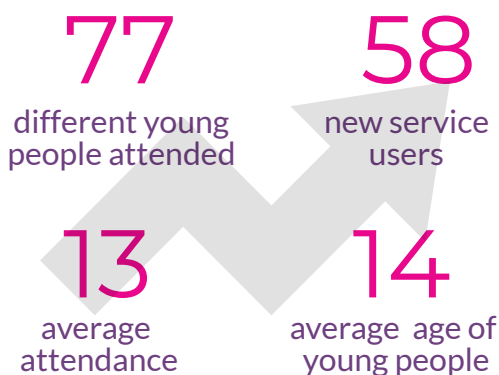
This year has seen another **increase** in the number of **11-15 year olds attending** the **TAG** group!

We have had a **large proportion** of young people coming from the **wider Sussex area** as well as locally which shows the **ever growing need** for **support for LGBTU** young people of **school age**.

We have had a **continuous stream of new young people** coming along to the group and **enjoying the safety and activities** within the space, **creating new friendships** and **accessing support** when needed.

A **focus this year** has been on **supporting** young people with their **wellbeing** by providing **more focused activities** round **mental health** and **reducing the stigma associated with experiencing poor mental health**.

The TAG young people have **engaged** so **positively with workshops and campaigns**, and we have seen **amazing young people offering support** to their **peers** through the activities we have provided.



Allsorts is something that I can look forward to and is a goal for my future that I can reach for to help make it through the week.

Allsorts has helped me because it's the only place I can be me.

Highlights

- ♥ Bushcraft outing where we did fire lighting, cooked toffee apples, Viking knitting and played adventure games in the woods
- ♥ Decorating mini ceramic plant pots & creating stress balls with a focus on wellbeing
- ♥ Health and Wellbeing workshop where we created wellbeing bags for young people to take away with them

It's helped me to make friends with people going through similar things

Kids Group

5-11 Trans/ Gender Questioning & Exploring group

The Kids Group **continues to grow** with **25 children** now **inducted** into the group.

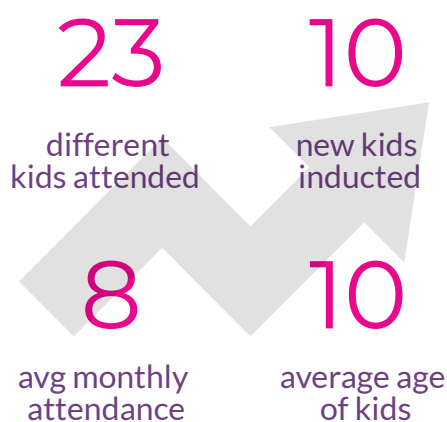
In **October 2014**, we set up a **pilot** scheme for the Kids Group to **run once a month** and it is now **2.5 years down the line** with a **steady number** of **children attending** and **benefiting** from the **sessions**. The group is proving to be invaluable for the children who access it.

The group **allows children** who attend to **meet others who feel similar to themselves**, and **create friendships** and **connections** that are **not easily accessible in other spaces**.

Trans adults facilitate the space in order to give **children positive role models** to go to for support if needed.

The **parents/carers** of children attending also **informally meet in another room** to meet others who are **experiencing similar situations to themselves**.

All **activities** have been **well attended** and both **children and parents/carers** report the group is **providing** a **much-needed space** which **does not seem to exist elsewhere**.



Allsorts has been a lifesaver - I don't know what I would do without it.

The kids group has allowed our child the opportunity to meet lots of other kids just like her. Knowing she's not the only one has been hugely reassuring for her.

Highlights

- ♡ Light touch wellbeing activities based around challenging emotions
- ♡ Music session
- ♡ Bowling trip
- ♡ Family picnic in the park
- ♡ Bracelet making

We always feel recharged after each time we get the chance to connect again with our Allsorts family & ready to take on the challenges we find ourselves having to deal with.

Our daughter has been attending the kid's group on Saturday's for about 18 months. In that time we have seen her confidence grow and her anxiety levels decrease

I believe that the parents get as much out of that opportunity to get together one Saturday a month as the kids do. We use the time to share experiences, offer advice and give support

Parents/ Carers Group

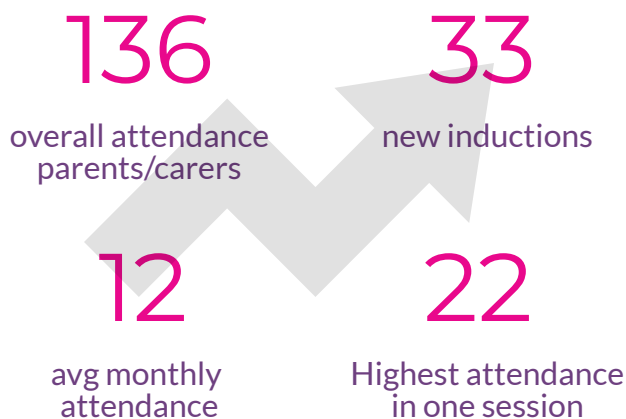
Peer support group

Our parents group grew out of a **need for parents** of Lesbian, Gay, Bisexual and Transgender children and young people to **meet** and **offer each other support** and **friendship**.

It was **formerly known as Sara's Group** in memory of **Sara Taverner** who started the group and **sadly passed away** only a **short time after it first began**.

It quickly became clear to group members that **parents and carers of transgender and gender questioning children and young people** had a **particular need** for a **safe and nurturing space** to **meet** and **share** their **experiences** and **knowledge** so that became the focus of the group.

Since the **group began in 2013** the parents group **continues to grow** and we have had a **large increase in parents** contacting us for support either **initially for information, advice** and **guidance** but also **direct enquiries for the group**.



I tell people if Allsorts wasn't there with its wonderful people I truly believe we wouldn't have our son. Allsorts have saved him. The words thank you are only a little words but say so much more.

Meeting other parents has been hugely reassuring for us as we navigate the the highs and lows of life as a family with a fabulous transgendered kid.

I tell people if Allsorts wasn't there with its wonderful people I truly believe we wouldn't have our son. Allsorts have saved him. The words thank you are only a little words but say so much more.

Allsorts has been a lifeline for our family.

Allsorts has given our family a safe and supportive place to just be. The support and advice we have received has enabled us to celebrate the highs and make it through the lows. The support we have received from Allsorts has had a profoundly positive effect not just on our child, but our whole family.

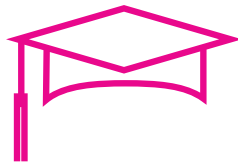
Our daughter has been attending the kids group on Saturdays for around 18 months. During that time she has had fun as well as make some new friends. It's also an invaluable opportunity for us parents to catch up and share information.

I personally have seen the kids group as an opportunity to help each other as much as for the kids. Huge thank you to Ryan and Freya for their dedication, patience and unending support. We wouldn't be where we are with you all.

Urgent Need Advocacy Service

Partnered with MindOut

The advocacy service continues to support young LGBTU people in urgent need across these areas:



The **urgent need advocacy service** (UNAS) has completed a very strong **first year** and is going from **strength to strength**.

Liam O'Hare and his advocacy partner **Emma Crossland** at **MindOut**, have **exceeded** their **project targets** for the first year.

Liam has had a busy year **supporting young people** through their **experiences of austerity** associated with **unemployment, economic hardship, food poverty, homelessness** or any other **urgent need crisis** relating to their **mental health, personal safety** or **personal circumstance**.

This has included **making action plans** to resolve a crisis, **accompanying young people to important appointments** to **ensure their rights are respected**, **researching possible solutions to crisis situations** and presenting this information in an accessible way, and **signposting to other services** relevant that can help an individual in crisis. The service has also **provided dozens of food parcels to people experiencing food poverty**.

An **unexpected demand** placed on the urgent need service at Allsorts was young **LGBT asylum seekers** looking for **help** with their **asylum application** to the **Home Office**.

Liam and the other advocates at MindOut are **working together to build professional contacts with immigration solicitors** and other **support services** to best **meet the needs of clients** in this **particularly stressful** and **challenging situation**.

Rainbow Flag Award

Funded by Government Equalities Office, via the Department for Education

Allsorts Youth Project (alongside our partner organisations) was **successful** in a **funding bid** from the **Government Equalities Office**, via the **Department for Education**.

The grant is to **fund initiatives** that will **enable schools** to **effectively combat** and **prevent homophobic, biphobic and transphobic (HBT) bullying**.

We are **very proud** to be delivering of The Rainbow Flag Award.

The Rainbow Flag Award will **encourage a whole school approach** to tackling HBT bullying and LGBT inclusion, focusing on the following areas:



Red – Skilled Teachers

Orange – Supportive Governors & Parents

Yellow – Effective Policies

Green – Inclusive Curriculum

Blue – Pastoral Support

Violet – Pupil Voice



Project Aims

To equip schools with the knowledge & confidence in;

- The schools legal requirement to ensure LGBT inclusion in schools
- The Ofsted requirement for schools to be effective in tackling homo/ bi & transphobic bullying
- The schools moral requirement to meet the needs of LGBT young people given the wealth of evidence showing that LGBT young people are still disproportionately affected by mental health issues & teen suicide.

By November 2019

- At least 56 schools will have received Skilled Teacher training, gaining the red banner of the Rainbow flag Award
- 27 schools will have received a whole school approach intervention, gaining the full Rainbow Flag Award

Partners



Talk it Out

One-to-one emotional support

Our **one-to-one emotional support** service, **TALK IT OUT** saw a **huge increase** in **demand** this year across both young people **requesting sessions at Allsorts** as well as young people **requesting sessions in schools**.

We saw a massive **218% increase** in demand for Talk it Out sessions either at Allsorts or for young people accessing this service in schools showing that **now more than ever that our young LGBTU people are needing us for additional emotional support**.



Main issues discussed



Allsorts



Mental Health



Gender



Relationships



Anxiety

Open Minds

Monthly mental health & well-being programme

Open Minds – our monthly mental health and wellbeing programme – continues to be a **popular and well attended group** with **numbers** of young people attending **increasing by 21%** on last year and with a **record of 24 young people** now **attending most sessions!**



Open Minds aims to **foster safe and supportive spaces** for young people to **explore new and healthier ways** to **manage their mental health**, **share experiences** and **get support from their peers** and staff to support them to **build resilience**, **self-esteem** and **enhance their confidence** in a **friendly and inclusive environment**.

100% of young people **fed back** in our most recent survey that the **Open Minds programme had been of particular help** to them.

Highlights

- ♥ A three month all-voice choir project– Open Voices – to encourage our young people to find their ‘voice’ and boost their mood through song.
- ♥ Connection Activity (for Mental Health Awareness week): using art to explore what we can do to build stronger relationships with others to help improve our mental health.
- ♥ Comfort boxes: matchboxes decorated by the young people to remind them of things that help them cope when they are struggling.
- ♥ Mental health anti-stigma slogan T-shirts that the young people designed for World Mental Health Day
- ♥ The Open Minds group participated in the first World Mental Health Day Walk through Brighton wearing their anti-stigma t-shirts and a banner they made.
- ♥ Winter wellbeing toolkits to help young people explore how they can better support themselves through the winter period.
- ♥ Theatre workshop to build confidence and self-esteem through self expression.

Youth Volunteering

Youth

We have seen an **increase** in youth volunteer participation this year, with **24 young people** now **actively volunteering** across the project!

As well as our existing **Peer Role Model (PRM)** and **Peer Educator roles**, we have launched two new volunteering initiatives this year: a **Buddy System** and **Kitchen Volunteering**, at our weekly Drop-in.

These new volunteering opportunities are part of a **wider initiative** to encourage **community spirit** and **facilitate skill acquisition** in our young people to **help prepare them for employment**.

We have been really **impressed** by **their commitment** and **dedication** to these roles!

Buddy's

We trained **six volunteers** (over 16) as Buddies to help **settle newly inducted** young people into our **over 16's group**, Drop-in, as well as **support existing young people** who may be **finding it more challenging to integrate**.

I volunteer at TAG as a Peer Role Model and I do this for many reasons. I like to think of myself as a kind of Bridge between TAG and the Main Drop-In, ensuring the transition feels as comfortable and welcoming as possible for every young person that makes this journey. I find my role very rewarding because I can sense that relief when they first arrive on a Tuesday and are able to recognise someone that they've got to know. I feel that it makes them feel more settled and relaxed

I wanted to help out because I was going through a hard time and I already found Allsorts a helpful outlet so I thought getting involved in the kitchen would be a way to help me boost my confidence.... I find it a very enjoyable and humbling experience, I am able to chat with the other volunteers/ youth workers while also help prepare the meal for those who attend drop in. It's also been a way to encourage me to cook my own food as doing it as part of a team has helped me want to cook more at home.

Youth Presidents

Our **two committed** and **active youth presidents** continue to **represent us** in the **media** and at **events** across the city, most recently they were interviewed for **The Guardian** and **The Argus**.

They are involved in **staff, volunteer & trustee recruitment, fundraising activities, peer support volunteering, peer education** and they sit on the **Management Committee panel** as active **Trustees** of the charity, offering **insights** and **feedback** from a **LGBT youth perspective**.

Peer Role Models

A team of **six PRM's** (over 16) continue to **volunteer in our 11-16's group** – TAG - on a rota basis, **supporting staff** and **adult volunteers** to **prepare food, deliver activities, set up and tidy away** and importantly, **support the transition of their younger peers up to the over 16's group**, Drop-in. Feedback from the under 16's suggests that they find the **PRM's really helpful** and a **useful bridge between them and staff/volunteers**.

Kitchen Vollies

Seven of our young people **prepare food for their peers** at the weekly **Drop-in**, on a rota basis, **developing new skills** and **learning to make and prepare** different types of healthy **food**.

I've been volunteering for kitchen duties for a few months now, and it's been some of the best fun I've had at Allsorts! Not only do I get to help cook and share great conversations with the other staff or young people that do kitchen duty, but I also get to have small conversations with everyone that comes in. Originally, I started because I wanted to help out in any way I could in return for everything Allsorts has done for me, but by now I genuinely enjoy the volunteering for what it is - a social event which everyone appreciates

Community Volunteers

Adult

Our community volunteers continue to be an **integral part** of the project - we simply **couldn't run the groups without them** giving up their spare time.

They help the staff team to **create a friendly, safe & supportive space** across all of our groups as well as helping to **set up, facilitate the activities, prepare & serve hot meals** as well as **providing support & information** to our children & young people.

They have also volunteered on our **external trips** including **Bushcraft** sessions, **Pride** parties, the **Picnic** in Preston Park, **World Mental Health Day** walk and much more.

21

Community
Volunteers

822

Volunteer
hours

34

Days of
volunteering

On a personal level, there's no better reward than seeing the young people get involved in activities, build new friendships and feel free to explore their sexuality and/or gender identity, within a supportive, non-judgmental and safe environment

I absolutely love volunteering with Allsorts! It's one of the most rewarding and fulfilling things I do, and it's a real privilege to be involved with such a vital and important charity.

I enjoy helping out knowing that the young people have diverse role models and people they can trust and will understand what they going through.

Helping out with the groups is really great, and getting to see the difference having a safe space, where everyone is LGBT, makes to the young people that attend is amazing and incredibly empowering.

Pride & Trans Pride

I was worried about not being able to find my friends and not having somewhere I could change in to a dress.

Coming to Allsorts first meant that we could go to the parade as a group and that helped me feel more safe.

My friends reassured me that we would sort things out together if I experienced transphobia



Brighton Pride

We held a **Pre-Pride Party** on the Friday evening before the city-wide event as well as a **Pride Breakfast** on the Saturday.

35 young people attended the events, making 2016 one of the **best attended Allsorts Pride events to date**.

Leading up to Brighton Pride, significant themes such as **drugs and alcohol, relationships** and **sexual health** and **festival safety** were explored.

The **Pre-Pride Party** consisted of rainbow decorations, **carnival, games**, a **candy floss** machine and a **buffet**. It was a wonderful way for **Allsorts community members** to **come together**, including young people, staff, volunteers and trustees.

The **Pride Breakfast** was designed to give young people a **place to meet**, somewhere to **get some food**, as well as **advice** and support from staff about any **concerns about their Pride experience**.

We made **fry-ups**, had **hot drinks** and fruit and had a **film screening of Pride**. The favourite feature of the morning was the **face painting** station in the court yard - including **glitter, glitter and more glitter!**

It was really nice to be able to celebrate Pride in a way that didn't include drinking.

Sometimes I feel a bit overwhelmed by the crowds and all the drunk people in the streets.

Trans Pride

To mark Trans Pride Brighton 2016, staff from **Transformers, Parents** and **kids groups** held **stalls** to **raise awareness** of the **services we provide** and **share messages of trans inclusion**.

The **march** through Brighton's streets **increases** in size and **popularity every year** and is the first trans pride marches in Europe.

Young people of Allsorts **created banners to hold** and **T-shirts** and **badges** to wear on the day in groups leading up to Trans Pride.

A **significant feature** of the day were our **Transformers youth volunteers** who **gave up their time** to **engage** with **visitors** on our stalls, **giving out flyers** and **first-hand accounts** of what **Transformers** and **Allsorts** means to them.

Campaigns

Inclusive changing rooms/ businesses **“Don’t make assumptions”** poster.

The young people **explored challenges** that trans young people may face in their **day to day lives** and the **issue of gendered spaces** in **shops and businesses** came **top of the list**.

The young people specifically identified that **clothes shops** were particularly likely to be segregated by gender. Young people also **described experiences** of being **ushered out of**, or directed to, sections of the store and **being denied entry** to changing rooms.



From these discussions, the “Don’t make assumptions about gender” poster was developed. The poster **aims** to get **shop workers** and **managers** thinking about how they can **make their space more inclusive** with a list of easy to understand bullet points.

You can find the poster on our website www.allsortsyouth.org.uk/resources

Other Campaigns



Friendship bracelet campaign #youthconnect

Our young people created friendship bracelets in our colours which were sent to LGBT organisations across the world in with a message of love and solidarity.

International Women's Day #beboldforchange

Our young people created cards for women across the world & we also had a stand at old and

World Mental Health Day

Our young people created their own Anti-Stigma t-shirts and wore them with pride at the local march.

Trans Day of Visibility

Campaign around identities to explore & strengthen young people identities beyond their trans status

Schools Support Work

Supporting schools in the Brighton & Hove area

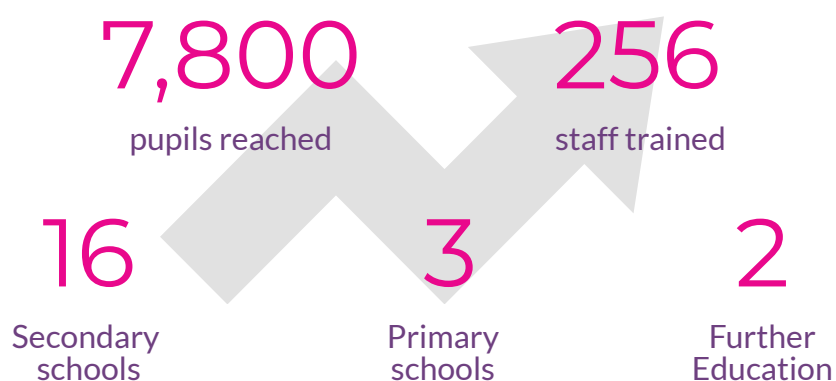
Across the board, we have **increased the range** and **amount** of work Allsorts delivers in schools.

Allsorts would like to say a **big thank you to Sam Beal** (Partnership Adviser: Health and Wellbeing, Standards and Achievement Team) for her **continued support**, and especially for helping us to create the arrangement with schools.

Schools choose from a **Menu of Services** to ensure they best meet the needs of LGBTU students in their school. Our **PSHE workshops** on **LGBTU Awareness and Challenging Homo/Bi/Transphobia** continue to be in high demand and the feedback from students continues to be very positive.

We continue to see an **increase** of the number of **one-to-one support sessions taken up by students in schools**. This is important as we believe many of these students would not have accessed support from Allsorts had we not been able to see them in the familiar setting of their own school with trusted staff supporting the process.

An additional positive outcome of this increase in one to one support, is that we have **continued to have high numbers of young people engaging in U16's group**. We believe that once a student has created that connection with Allsorts staff they seem to find it much easier to then access the services we offer outside of the school setting.



I just wanted to say how pleased I was with our LGBT awareness day. Each class I visited were so engaged and motivated. It was lovely to see how thoughtful and inclusive our pupils are. We are thinking that next year's Year 11's will make up a really positive student qualities and diversity group.

Thank you very much for your kind commitment to and support of the Yr 7 LGBTU days. You put in a lot of work and effort to the successful planning and delivery of the days, above and beyond our normal weighty commitments. It is much appreciated.

Training & Education

Our Education & Training Service continues to **provide vital training, workshops, consultancy and advice** for **professionals** and **young people** on a **range of issues** relating to **sexual orientation, gender identity** and **LGBTU issues** in general.

This year has seen an **increase in demand** and we have delivered training to a variety of organisations such;

- BHCC Adult Social Care
- East Sussex County Council Children's Services
- University of Brighton
- Brighton & Hove Children's Services
- Royal Alex Children's Hospital
- Safety Net
- West Sussex Carers Support
- CAMHS
- Surrey Children's Services
- Social workers
- RISE
- Stonewall
- Sussex Air Cadets
- The Princes Trust.

We have also **provided information, advice & guidance** to **parents, social workers** and **schools** on a range of issues such as **gender, mental health, relationships & trans inclusion in schools/ college**.

19

Trans
Awareness
Training

21

LGBTU
Awareness
Training

70

Information,
Advice &
Guidance sessions

Very informative & I'm now encouraged to look at internal forms, language used how we can improve access to our services.

Excellent training! Covered all aspects that needed to be discussed, answered all questions in great detail - very interesting, beneficial & educational. I feel I have come away with a much greater understanding.

Learnt more about terminology which has increased my knowledge & understanding of LGBTQ+. I am going to check my organisations LGBTQ+ policies

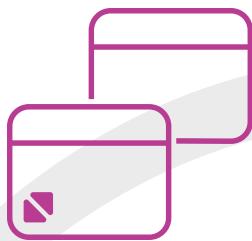
Very interactive & challenging - useful from a management perspective thinking about monitoring & recording.

Website & Social Media

In January 2016 we took on a media consultant who began working on **refreshing Allsorts' brand identity**, taking over the **social media** accounts and started to work on a **brand new website** which is **due for launch in June 2017**.

Our social media **followers continue to grow** and we have recently set up a **public Facebook page** where we **post news & information** about what we're up to.

We also use **Facebook** as an **internal platform to communicate** with our **young people, parents & volunteers** (closed groups).



703,862

website visits



3,339

followers



329

likes

Financial Statement

Year ended March 2017

Allsorts once again this year is in good financial position and whilst having to use some funds held in reserves, the spend was minimal and the stability of the project looks good heading into 2017/2018.

While the long-term financial outlook (beyond 2017/18) in particular our statutory funding, continues to be uncertain, we have taken on a Business Manager to look at ways to increase earnings from training and contracts with schools as well as increasing donations to the project from individual givers and looking at other ways of generating income.

Our long-standing bookkeeper, Cath Geeson, has moved on and we'd like to take this opportunity to thank her for all the years of hard work keeping track of our patchwork of funding. Lorraine Heaysman who is hugely experienced in the charity sector has taken over this role and we look forward to working closely with her going forward.

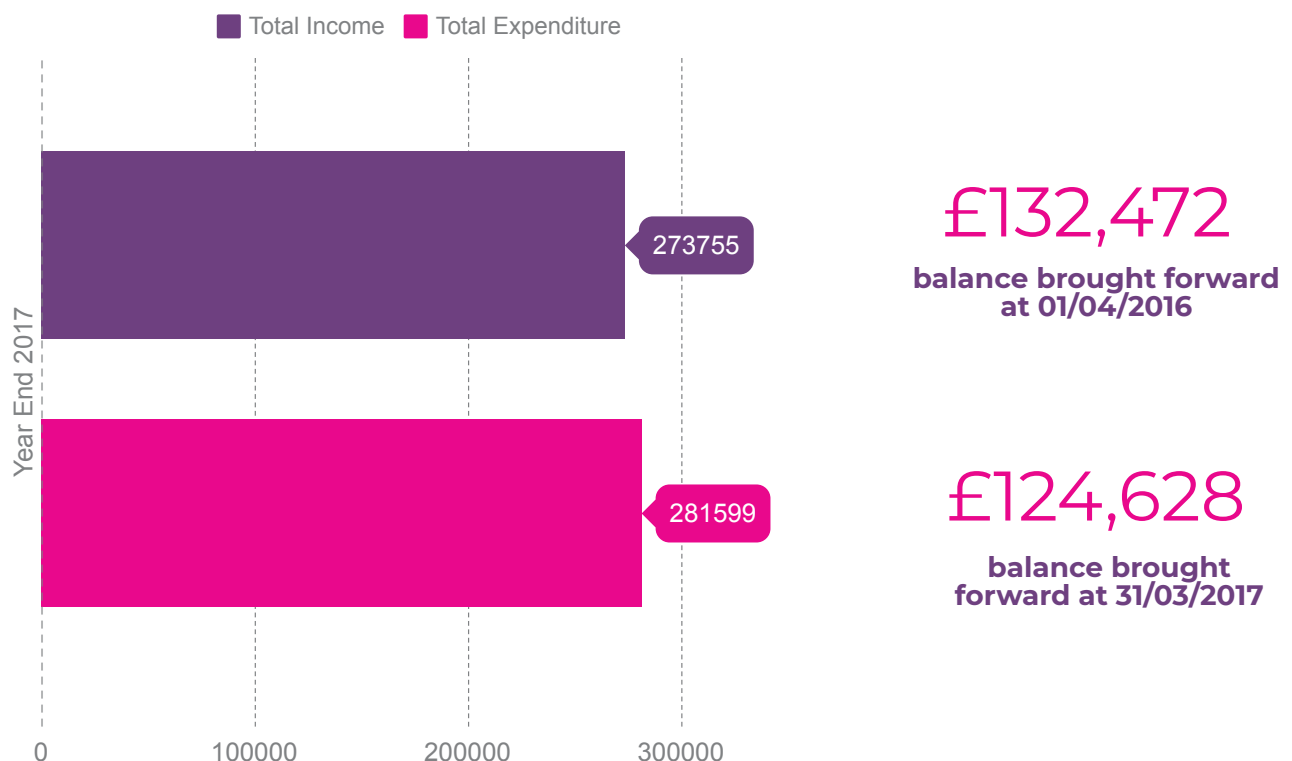
We keep our management and core costs to the minimum to maximize our investment in front line delivery. This means our services give real value for money but also continue to be of a very high standard.

We thank all our funders, whether the large organisational funders or individuals, without whose contribution Allsorts Youth Project would not be able to deliver its wide array of services.

Schools in Brighton and Hove have been very supportive as have the Local Authority both in terms of grasping the severity of the situation facing LGBTU children and young people, helping the city and beyond to evidence this need and providing CVS organisations such as our own with opportunities to bid for funding.

Marianne Lemond, Co-Chair & Acting Treasurer

Income & Expenditure



thank you



**COMIC
RELIEF**



LOTTERY FUNDED



BBC

**Children
in Need**

**RAINBOW
FUND**

Youth Service



**the
Tudortrust**

NHS

**Brighton and Hove
Clinical Commissioning Group**

