

Annual Report

April 2019 - March 2020

We **listen** to, **support** and **connect** children and young people who are lesbian, gay, bisexual, trans or unsure of their gender identity and/or sexual orientation (**LGBTU+**).





Welcomes

From a Youth President,
Chair of Trustees and CEO



Welcome

from our Youth President

I found Allsorts during a rough patch of my life. I remember my first group session, watching while I sat nervously in my seat. I was amazed by how accepting everyone was, I was never once questioned as I changed my name badge three times over the coming months, before finding the name and pronouns I felt comfortable with.

It was in a Talk it out session when I first heard about the prospect of becoming a Youth President, I wanted to help make changes to the society we live in and felt so empowered that somebody thought I was capable of this role.

Now I definitely see this as a big turning point in my life, as now I had an outlook of hope and positivity. From struggling to attend school and battling with mental health demons I now saw a project that believed in me. A light had been switched on at the end of a very dark tunnel.

Since finding Allsorts I no longer sit in silence, I speak up and air my views. I have been to all of the locations which groups take place over the past year. It's clear to see the huge impact that they have on such a wide array of young people's lives and wellbeing.

Helping to develop the services Allsorts offers reminds me that there is a huge amount of people that want us to thrive. Taking part in interview panels, Training workshops, Prides and other social events have shown me the overwhelming amount of the general public and other organisations that want to help young people to be themselves.

I always look forward to Allsorts groups and I am proud to be a part of such an AMAZING Project!

Fynn, Allsorts Youth President

Welcome

from the Chair of Trustees

Allsorts Youth Project is a Sussex Charity with its key objectives; to listen to, support and connect children and young people under 26 years who are lesbian, gay, bisexual, trans or unsure of their sexual orientation and/or gender identity. Allsorts is a Registered Charity in England (no. 1123014) and a company limited by guarantee (no. 04154118).

Our Vision is to see a world where LGBTU+ or unsure children & young people are free to thrive.

Our Mission is to support children and young people who are lesbian, gay, bi, trans or unsure (LGBTU+), and challenge exclusion, prejudice and discrimination in all areas of LGBTU+ children and young people's lives.

Our Approach

- We provide **specialist services** directly to children & young people (ages 5- 25) who are LGBT+ or unsure of their gender identity/sexual orientation.
- We offer spaces and support groups for **parents, carers and families** of LGBT+ children and young people.
- We **train the wider community**, professionals and schools so that all spaces and organisations can be safer and more inclusive for LGBT+ people.

Programme Summary

The 2019/20 year began with the full range of programmes and activities Allsorts offers and we would like to thank our funders for their continued commitment and support to the Allsorts Youth project.

In line with our strategic objective to offer services to children and young people across Sussex; we celebrated the launch of LGBT+ children and young people's Advocacy service and in schools emotional support service in West Sussex.

Allsorts has been an active member of Community Roots, which is citywide mental health network launched by Southdown to support good mental health and wellbeing across Brighton and Hove. Community Roots is funded jointly by NHS Brighton and Hove CCG, and Brighton and Hove City Council and brings together 16 local providers, to strengthen, develop and integrate mental health support for various levels of need.

In July our parents and carers marched together in Trans Pride with an Allsorts branded 'Proud Parents' Banner, followed by a Trans Parent/Carer stall at the Brunswick Square Trans Pride event. This afforded their high visibility as Ally members of the Trans community and enabled them to connect and network with new parents and other organisations.

A highlight of the year was our 20th Birthday celebration event at the i360! 89 people attended the event and children, young people, staff, our funders and supporters were invited on a ride up the i360.

We celebrated the vision, tenacity and influence of Jess Wood MBE , co-founder of the Project as she passed the baton on to the new Chief Executive Officer Katie Vincent. Children and young people and all those involved with Allsorts are indebted to Jess for her pioneering approach and steadfast 20 year commitment to supporting LGBT+ children and young people, enabling so many to thrive and have a voice.

The Impact of COVID 19

As an immediate response to the Covid 19 pandemic, in March the Allsorts Youth Project paused all face to face activities in line with Government guidance. The senior staff team activated a major incident response programme, with support from West Sussex County Council and Brighton and Hove City Council. Staff were immediately supported to work from home. Allsorts made use of the Government Job Retention Scheme for some staff. Those staff working from home focused on providing continuing virtual support direct to children and young people and longer term resilience funding.

The Board of Trustees would like to thank all of the Allsorts staff team for their hard work and commitment throughout the Covid 19 pandemic response.

Trudy Ward
Chair of Trustees

Welcome

from our CEO

This financial year (Apr 2019-Mar 2020) saw us celebrate our 20th Anniversary with a huge celebration looking back at all we had achieved. We also said farewell to Jess Wood MBE, Allsorts' founder, who retired after 20 years at the helm.

Jess's vision, drive & determination to provide unique & specialist services to LGBTU+ children, young people & their families, is truly inspiring. It's a huge honour and a privilege to be the new Chief Exec and I'm excited to be working with the children, young people, families, staff and volunteer team to lead Allsorts into a new era.

Allsorts was founded in 1999, and the world then was a very different place. LGBT+ people did not have equal rights; we were not able to get married; it was illegal to talk about homosexuality in schools under Section 28 and the Equality Act was still a decade away. We've made some great steps forward, but more progress is needed to ensure equal rights and inclusive spaces for ALL members of the LGBT+ community.

It's been a busy year! Allsorts has continued to offer vital support to children & young people and we've also developed & grown our services - here are just a few highlights;

- New youth volunteering programme launched project-wide.
- Launched LGBTU+ youth groups and one-to-one support in Worthing
- Advocacy service launched in West Sussex
- Committed to ensuring BAME inclusion across the project, working particularly on outreach & engaging with LGBTU+ BAME young people.
- Young people produced two incredible resources; [Unboxing Our Identities](#) and [Allsorts of Coming Out](#).
- We worked closely with Brighton & Hove City Council and helped them to achieve a 'Gold standard' in Stonewalls Children & Young People Champion Award.

As we've developed and grown, so too has our staff team! Young people have been involved in the recruitment of four new team members and we're delighted to welcome Effie (fundraising), Karla (Advocacy), John (youth support) and Billie Jean, (Deputy CEO) to our incredible team.

Of course, by the end of this financial year, we were just starting to feel the impact of COVID-19. On the 17th March 2020, all in-person services were paused and the team worked flat out to ensure support services were up and running online within weeks. I'd like to thank our entire staff team, volunteers, the board, our partners and allies, who have supported us throughout.

We now find ourselves dealing with additional challenges that COVID is presenting us with, but this will not stop us from ensuring that Allsorts remains an accessible place where staff, volunteers, families, children and young people feel supported, safe, able to connect with one another and are given opportunities to thrive.

Katie Vincent
CEO



About Us

Project Overview, Impact
and Activities



Project Overview

Vision

We want to see a world where LGBTU+ children and 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.

Our Approach

We aim to improve the lives of LGBTU young people via a three pronged approach;

- 1 Providing **specialist youth services** to children & young people from the ages of 5-25 who are LGBTU+
- 2 Support for **parents, carers and families** of trans and gender-questioning children and young people
- 3 Training the wider community and professionals so all spaces can be **safer** and more **inclusive** for LGBTU+ people

Young LGBTU people deserve to feel **safe** and **thrive** at home, at school and in their communities.

How We Help

There are a number of ways that we support young people:

- We facilitate age-appropriate workshops and activities that are fun, interactive and often aim to promote positive mental health and wellbeing.
- Provide safe spaces for young people to develop friendships with their peers.
- Through our advocacy service, we support young people who are 16+ to understand their rights should they ever face discrimination or issues as a result of their LGBTU+ identity.
- Support young people to feel more at ease with their gender identity, sexual orientation or where they are at on their journey of exploring who they are.
- Provide specialist LGBTU+ youth support and education in schools, colleges and other youth settings, with the aim to positively promote LGBTU+ awareness and inclusion.
- Support young people to engage with mainstream services that range from careers advice to counselling and more.
- Provide young people with positive LGBT+ role models of varying ages, ethnicities, faiths, backgrounds, and abilities. This develops cross-generational understanding and a better sense of community history and diverse representation.
- Offering positive engagement and support to parents and carers.
- Celebrate diversity in all its forms including ethnicity, background, faith and ability.

Timeline

1999

Allsorts Youth Project is founded by **Jess Wood MBE** & **James Newton**

2002

LGBT+ Training & Peer Education begins

2006

Allsorts becomes **Fully Trans Inclusive**

2008

Open Minds group providing mental health support & wellbeing activities formed

2012

Transformers (16-25) trans group & **TAG** (under 16s) group are formed

2013

Parents/Carers group formed & **Trans Awareness Training** delivered to schools/organisations

2014

Kids Group (5-11) trans & gender-questioning/exploring group formed & **Schools Contracts** begin with schools in the Brighton & Hove area

2016

Rainbow Flag Awards in partnership with The Proud Trust, Disc & The Kite Trust, & **Urgent Need Advocacy Service** launched in partnership with MindOut

2017

West Sussex pilot scheme launches in Horsham & Chichester

2019

Jess Wood OBE retires, and **Katie Vincent** appointed new CEO, **West Sussex** groups expand to Worthing, launch of youth-led podcast '**Allsorts of Thoughts**' & **BAMER/PoC Inclusion** pilot, and **Advocacy Service** and **Schools Work** expand to West Sussex.

2020

Launch of **The Allsorts Safer Spaces Award** for Youth Services & **Online Services** made available

Allsorts of Impact

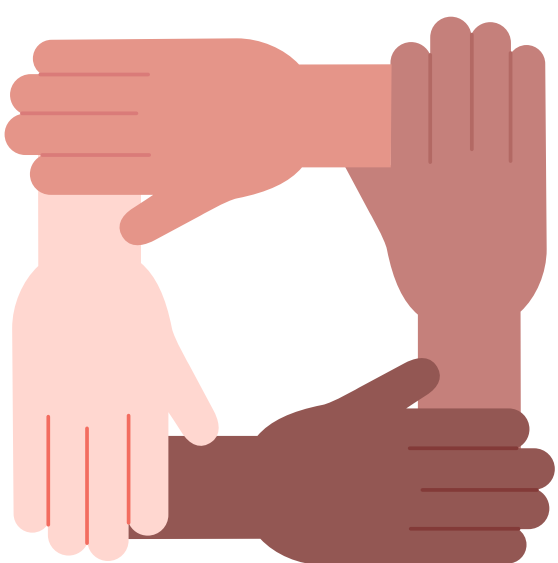
Allsorts gains an understanding of the impact of our services by using the short Warwick-Edinburgh scale. At induction, service users complete the scale and then every six months they revisit the tool as part of our six monthly survey. Allsorts analyses the data to understand distance travelled by children and young people. This measure allows Allsorts staff to see if children and young people's wellbeing has increased or decreased and then implement change based on the findings. Service users are also asked in different contexts, including on the six-monthly survey, to provide the staff with feedback about how they are, how they feel about the services and any positive changes since accessing Allsorts.



Allsorts has helped with my confidence around others and it has made me happier with who I am. It made me think that I'm not the only one out there and there is someone out there who you can talk to.



We asked our young people how Allsorts had helped them....
Taken from our 6-monthly survey in March 2020



87%

of our young people

said that Allsorts had been of help to them



89%

of our young people

said that Allsorts had helped them develop friendships with other LGBU+ young people



87%

of our young people

said that Allsorts had helped them feel better able to express their voice and opinions



66%

of our young people

felt more comfortable with their sexual orientation and/or gender identity

Survey Results

March 2020



91%

of our young people

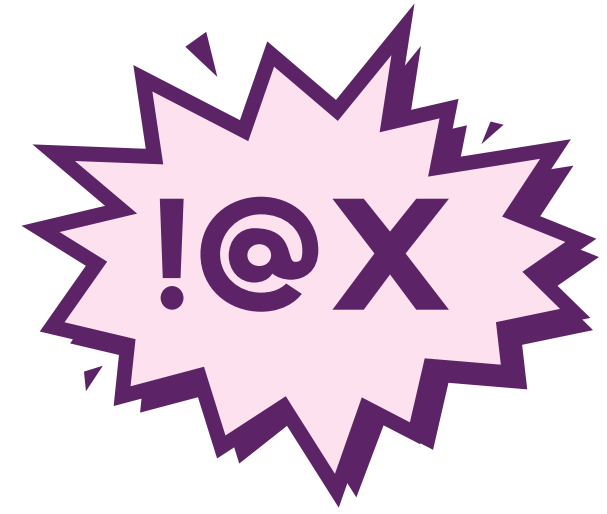
had experienced
mental health
problems



28%

of our young people

had done
something to injure
or harm themselves



55%

of our young people

had experienced
some form of
homo/bi/transphobia



Before coming to Allsorts, I felt kind of lonely, like there wasn't really anyone else like me and that I was alone. Since coming here, I've made more friends and feel more comfortable in my own identity and how I choose to present to the public, friends, and family.



Allsorts has helped me become more confident in my sexuality, and has helped me to get involved with the LGBTU community

Allsorts has helped me in becoming more confident in myself and slightly less anxious about day to day life. It's also an amazing service.

Allsorts has helped me to have a safe space and somewhere I know I will be supported if I am in need

Activities

Overview

In order to address isolation, invisibility and low self-esteem and meet the well-being needs of LGBTU+ 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)
- **LGBT+ youth volunteering** including steering the governance of the project via Youth Presidency roles, **peer education** in schools and colleges; **peer role models** under-16 support project; **outreach**; **PR and promotion**; **youth consultation** work, event management; campaigning; events.
- One-to-one support through our **Talk It Out** service.
- **Advocacy** (practical support).
- **LGBTU+ & Trans Awareness Training** in schools and other youth settings.
- **Peer-led** homophobia, biphobia and transphobia awareness and anti-bullying workshops for young people in schools, colleges and youth organisations.
- Homophobia, biphobia and transphobia **awareness training for adults** and agencies working with young people.
- Opportunities for **LGBT+ community adults** to work with LGBT+ youth and/or become trustees of Allsorts.
- **Consultancy** on issues concerning LGBT+ young people for national and local government agencies.
- Specialist support and advice around **sexual health, mental health** and **well-being**.
- **Creative activities & Residential trips**
- Campaigning on human rights and issues affecting LGBT+ young people
- **Website & social media platforms** with information & resources for LGBT+ young people, parents and professionals
- '**Allsorts of Thoughts**' podcast, made by & for LGBT+ young people.



Youth Services

Groups, One-to-Ones
and Advocacy

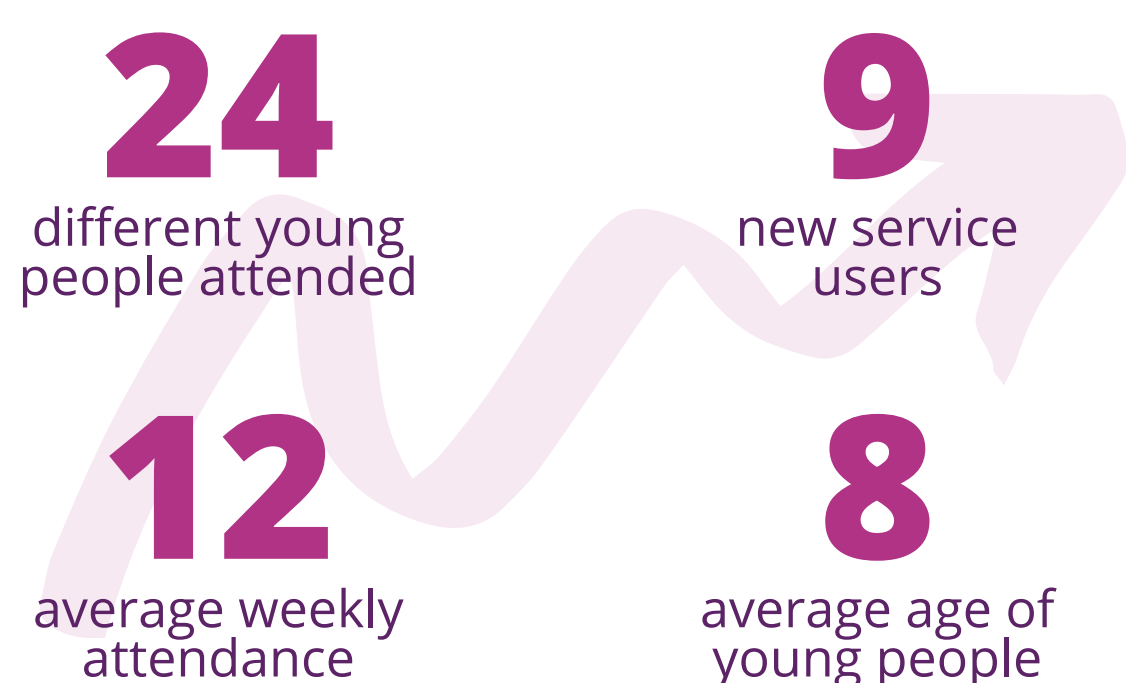


Kids Group

5-11 Gender Exploring & Trans children and their Parents
Monthly Group

This year the Kids Group celebrated its 5th birthday in October by having an extended group to celebrate with the children and their families. The group continues to be a vibrant and energetic space for children who are trans or are exploring their gender identity to connect with others of a similar age to them.

The group continues to grow in the number of referrals from both families and professionals wanting to access support and we have seen many families now connecting outside of Allsorts spaces for playdates as a continuation of the connections they have made in the Kids Group.




I really like coming to the Kids Group. It is really fun and we do exciting activities

Highlights

- Emotions toolkit
- Managing feelings activity
- Boxing session
- Skateboarding
- Camping residential
- 5 year birthday of the group celebration



 My child's confidence has massively increased by coming to the group and as parents we are able to talk to others going through similar experiences 

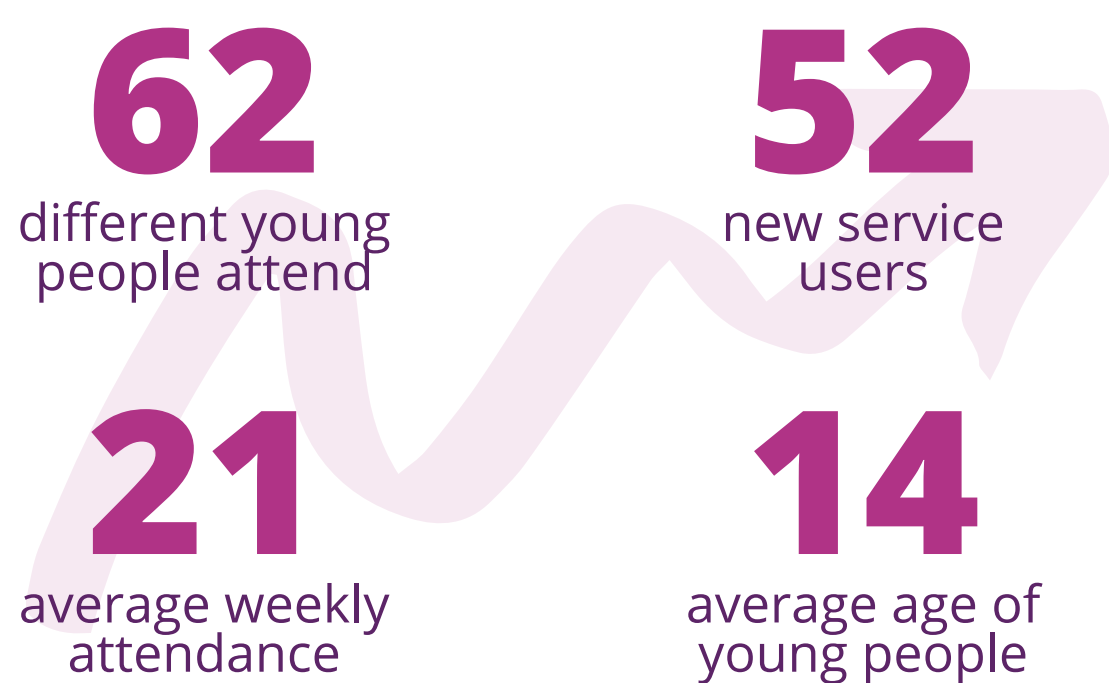
Parent of a 10 Year Old

TAG

11-16 LGBU+ Fortnightly Group

TAG under 16s LGBTU group has seen a consistent number of young people accessing the group across the year. A large proportion of young people access from the wider Sussex areas as well as Brighton and Hove area, showing the clear need to provide support for a varying population of young people, taking into consideration rural experiences of being LGBTU.

A focus this year has been providing new and exciting opportunities for young people to have their views heard. This has been key in beginning to produce and write an LGB+ coming out resource written by and for school age young people.



I feel more confident with expressing myself

Highlights

- Workshops for LGB resource
- The Mayor visited TAG to talk about their role within the City
- Police visit - how they support the LGBT+ community and how to report crimes
- Mental health tool boxes
- Energize Extraordinary You Mindfulness workshops
- Residential trip to Shoreham Adur Centre



It's helped me feel included and welcome, getting to speak to many people when comfortable too. Asking for advice or help, related to concerns I may have in mind. Meeting people frequently has helped me feel more comfortable sharing my thoughts and the things I enjoy.



Drop-in

16-25 LGBU+ Weekly Group

Drop-in, our weekly LGBU+ youth group, continues to be a busy and lively group with lots of activities to participate in which are fun, educational and engaging! Whilst many of the young people who attend experience challenges with low confidence and self-esteem, Drop-in activities are designed and delivered in ways that promotes positive wellbeing and resilience alongside peer support. The group provides a space for young people to not only access specialist youth provision with Allsorts staff and volunteers and in addition, connects them to other community organisations within Brighton giving them exciting opportunities to participate in partnership projects.

93

different young people attend

63

new service users

21

average weekly attendance

18

average age of young people

There's no judgement at Allsorts, so you can just be yourself!

Highlights

- Rapping workshop with Professor Elemental!
- Talk and Q&A with Police officers
- Sexual Health Bus focus group for STI testing week
- Designing an LGBT History Month flag
- HIV Awareness workshop
- World Mental Health Day discussions

It's helped me connect with other people and realise I'm not alone.

Regular Services



- Community Nurses
- CAMHS Assertive Outreach (CAOT)
- Pavillions (Drug & Alcohol Support)
- Maddie - Rise (Healthy relationships.)
- THT Sexual Health

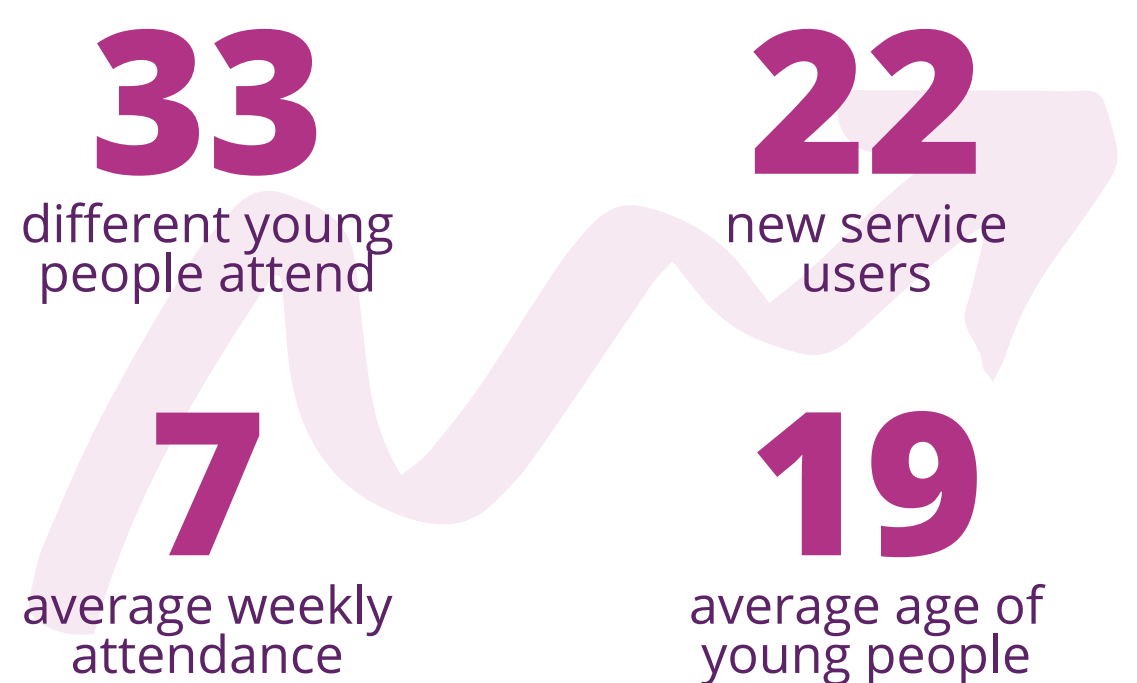
Allsorts has saved my life. This isn't an exaggeration, the support that Allsorts has provided has lifted me in my darkest days

Transformers

16-25 Trans, Non-binary & Gender-Questioning
Monthly Group

This year Transformers has seen a consistent number of young people attending the group and it continues to be facilitated by trans or non-binary staff members and volunteers. The diversity of identities creates a safe and supportive environment for young people to explore their gender identity with each other and engage in activities that may be challenging outside of Allsorts. Connecting with other organisations has been a focus of this year. Young people enjoyed a visit to Gendered Intelligence in London and Charleston House in Lewes.

 **It's helped with my confidence around others and it has made me happier with who I am. It made me think that I'm not the only one out there and there is someone out there who you can talk to.** 



Highlights

- Youth review of Allsorts Top Tips booklet
- QTIPoC Allyship workshop
- Pride artwork using Stonewall as inspiration
- Terminology and language activity – how do we describe who we are?
- Visit to Gendered Intelligence in London
- Visit to Charleston House, Bloomsbury group

I like having something to go to every week. Seeing the members of staff who are older and have been through what we have is helpful and knowing that you can get through it.

It's helped me be more confident in my identity and meet people who have been through or are going through things that I'm going through. It makes me feel like my voice is heard and that my opinions matter.

West Sussex

Under 16s & 16-19 LGBU+

Monthly Groups in Horsham, Chichester and Worthing

The West Sussex project is now in its 3rd year of running providing youth groups, one-to-one support, Advocacy and in-schools one-to-one emotional support for LGBT+ and Unsure young people aged 11-19. Allsorts expansion into West Sussex continues to develop with over 350 young people inducted into the service and accessing dedicated support in delivery locations Worthing, Horsham, and Chichester.

This year has seen the launch of our online service offering one-to-one support, advocacy and youth groups to hard-to-reach LGBT+ young people. In addition to our young people services, Allsorts also offer youth and community volunteering opportunities, education and training, and has seen a demand in youth-focused organisations signing up to the Rainbow Flag Award and our LGBT inclusion kitemark programme The Allsorts Safer Spaces Award.

I haven't been part of Allsorts long, but one thing's for sure: I think it's brilliant. Not only have I found in it supporting staff and a whole bunch of friends, but also a priceless sense of community and pride that has helped me so much in my life more generally. I would recommend it to absolutely everyone.

115

different young people attend

93

new service users

14

average weekly attendance

15

average age of young people

Highlights

- Workshops Including: LGBT+ Family Representation in Media; Confidence building; Consent; Mindfulness; Photoworks photography.
- Open Minds sessions on 5 ways to Wellbeing and Stress Relief Toolkit
- How to be a good ally to non-binary people workshop
- LGBT+ History Month comic strip making and cupcake decorating
- Yoga sessions run in Chichester and Horsham
- Positivitree created for Anti-Bullying Week



I really enjoyed it! Thank you to the other leaders as well. That stuff about my rights at my GP was SUPER helpful. I really can't believe this isn't information more accessible to the public. Thank you so much to all of you for informing us! Plus, I really like the group. The other people seem so kind and I genuinely feel so included. I know that I was very quiet but I didn't feel nearly as overwhelmed as I had expected to. So thank you.





Thank you for everything you do and Allsorts does, it's really good to know that you're here!

Talk It Out

One-to-One Support

Our one-to-one support service, "talk it out" saw another busy year of young people requesting sessions both at Allsorts as well as sessions in the schools that we work with locally.

This service continues to show that more than ever that our young LGBTU+ people are needing us for additional support.

 Allsorts has helped me feel more at ease with my identity and the changes that have happened and will happen in my life and has made it easier for me to connect with other LGBT+ people. 

254

Allsorts Sessions

92

School Sessions

95

Individual Young People at Allsorts

52

Individual Young People in Schools

Main Issues Discussed



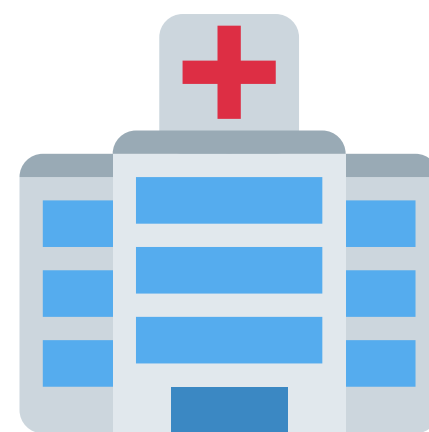
Gender



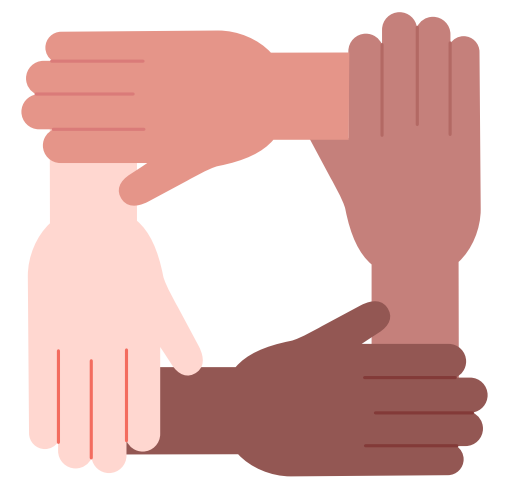
Coming Out




Mental Health



Trans Care Pathways



Relationships

 Allsorts has helped alleviate my self-esteem and social anxiety, and provides for me the only routine social enjoyment in my life. It has also taught me much about LGBTQ+ history and has introduced me to new hobbies 

 I have found Talk it Outs really helpful and would definitely access it again at some point 

Brighton Advocacy Service



This year saw the Allsorts advocate provide a wide variety support around economic hardship, insecure housing and homelessness, food poverty, accessing mental health support, information around trans care pathways, and overcoming barriers to services because of LGBT+ discrimination.

Our advocacy work 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.

Our urgent need advocacy service has also provided dozens of food parcels to people experiencing food poverty.

In order to address the complex needs of young LGBTU+ individuals, the advocacy service works in partnership with other agencies and professionals and helps support the young person to be heard by the professionals surrounding them.

Top Presenting Issue



West Sussex Advocacy Service



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This year the advocacy service was rolled out across West Sussex and allowed advocacy to be offered to young people in harder to reach places. The advocate was able to go and meet young people in several different locations, allowing the advocacy service to become more adaptable to the needs of young LGBTU+ people.

The advocacy service developed an information for professional's leaflet and built networks with other agencies and professionals as well as attending partnership meetings and schools in order to promote the development of the advocacy service in West Sussex.

The advocacy service provided a wide variety of support around hardship particularly accessing mental health support and empowering young people to be heard throughout this process, information around trans care pathways, and overcoming barriers to services because of LGBT+ discrimination.

Our advocacy work has included making accompanying young people to important to 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.

In order to address the complex needs of young LGBTU+ individuals, the advocacy service works in partnership with other agencies and professionals and helps support the young person to be heard by the professionals surrounding them.

Top Presenting Issue





Volunteering



Youth Leadership & Volunteering

Allsorts Youth Project strongly believes that in order to provide meaningful emotional and social support and services to LGBT+ and unsure young people, we must be led by the same young people we aim to serve. In order to ensure that the voices of young people are represented at all levels of the organisation, a team of 5 Youth Presidents gather and feedback the views of service users to senior management and trustees. Youth Presidents also represent Allsorts at external meetings and events, contribute to strategic development, act as a bridge between the young people and staff team and other important duties.



This year saw the expansion and formalisation of other youth leadership and volunteering opportunities, with contributed hours exceeding 1000 for the first time!

Youth Volunteering opportunities are designed to not only benefit the organisation, but provide young people with a framework to develop existing skills, acquire new ones and form friendships with like-minded young people within a structured, facilitated environment. Youth Volunteers provide the staff with invaluable insight and ideas, steering the service in new and exciting directions. Our heartfelt thanks go out to all the young people that have contributed to the project this year, using their time and energy to improve the lives of other LGBT+ and unsure young people.

42
Youth
Volunteers

1025
Volunteer
Hours

146
Working days of
Volunteer time

 Since I have been volunteering for Allsorts I have had the opportunity to volunteer in a wide range of activities/meetings including discussions around groups, as well as reporting to the council on the subject of youth provisions across the city. Furthermore I was involved in reviewing which projects the council would support via the youth led grants. Volunteering has helped improve my confidence, become accustomed to virtual meetings, and also allowed me to grow in my understanding of the struggles and strength that Allsorts young people and indeed the LGBTQ+ community as a whole experience on a daily basis. Thus I can safely say volunteering with Allsorts is an incredible experience in all sorts of ways! 

Nathaniel, Youth President

Volunteering has allowed me to contribute to an invaluable project, one aimed at bettering the lives of vulnerable demographics. Conversations around ASD and gender dysphoria have encouraged me to expand my knowledge through independent research; meanwhile, discussions around the future of Allsorts have offered youth volunteers a voice for youth-tailored improvements. I have felt respected and listened to, and my verbal communication skills continue to be honed through such experiences – I look forward to continuing my volunteering at Allsorts.

Sophie, Youth President

Community Adult Volunteers

Our Community Volunteers are the backbone of Allsorts. By supporting the running of groups, trips and other events, Allsorts can reach more LGBT+ and unsure children and young people who need life-saving specialist support. This financial year has seen a significant increase in volunteer contributions supported by a dedicated volunteer coordinator now in post. The recruitment and training of Community Volunteers has developed to include two scheduled intakes of volunteers a year that consist of an application process, youth-led interview panels and a standardised high-quality training manual to compliment a 4 week training programme.

Allsorts was named as one of the Brighton Mayor's chosen charities by Mayor Alex Philips and so had the privilege of holding a volunteer celebration event at the Mayor's Parlour at Brighton Town Hall. Community and Youth Volunteers were awarded certificates to recognise the special contributions of individuals and the volunteer teams that support the Allsorts community to thrive. Allsorts can not thank the Community volunteers enough for their dedication and hard work!

38
Community
Volunteers

6
Parents/Carers
Group Volunteers

964
Volunteer
Hours

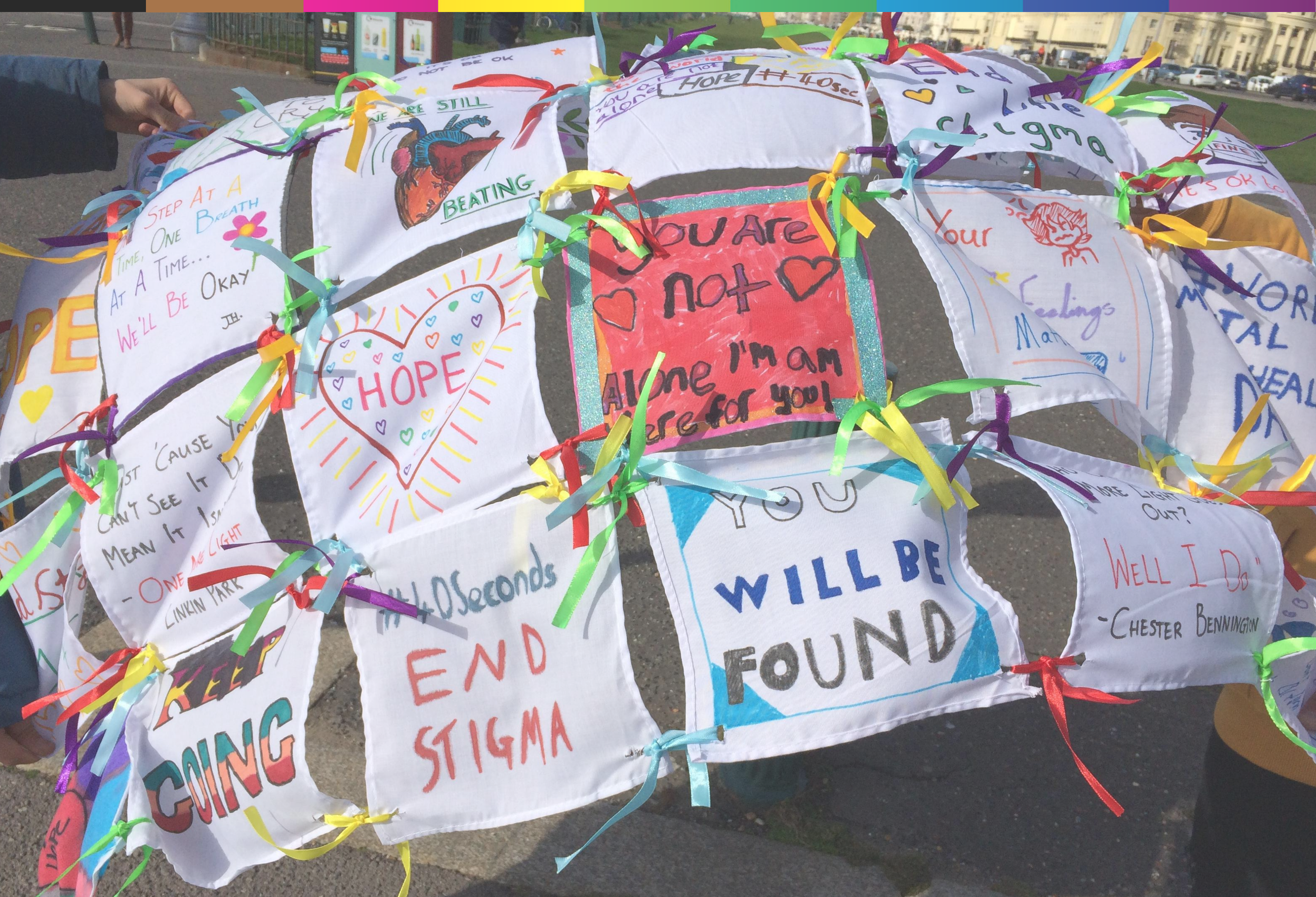
137
Working days of
Volunteer time

I volunteer to try and contribute to my community. I want to encourage young queer people to express themselves and I feel that being apart of Allsorts helps me do this. I enjoy being able to chat to the young people and like helping them explore ideas.

Poppy, Community Volunteer

I originally started volunteering for Allsorts not only to help the organisation but to connect more to my LGBTQ+ identity and it has been a brilliant experience for me. I have learnt so much about the issues LGBTQ+ young people face and how to help them and being part of the volunteer team has given me a great sense of community and pride in myself. Thank you Allsorts!

Jasmine, Community Volunteer



Project Wide Activities



Open Minds

Monthly Mental Health & Well-being Programme



Open Minds is our monthly wellbeing group which offers activity sessions within the Drop-in for young people to explore with their peers new and healthy ways to manage their wellbeing. A focus this year has been on relieving stress, managing anxiety and building resilience.

Open Minds is engaging a wide pool of young people with varying LGBT+ identities and this creates a positive space to share and learn from each other with support from staff and volunteers.



Highlights

- Open Minds sessions on power bracelets and the Five Ways to Wellbeing.
- Stress relief toolkit
- Affirmation bracelets
- World Mental Health Day walk in Brighton
- Making stressballs
- Self-care calendars

 **I was feeling very low when I started attending, and having the chance to talk out my concerns and to hear about other people's experiences has really helped.** 

Allsorts has helped me feel accepted and a part of the LGBT community, and has directly led to the majority of close relationships I have now. It has helped me feel more confident in myself, my identity and my mental health, through good signposting and support.

BAME/PoC Inclusion

This year saw the pilot year of Allsort's BAME/PoC (Black, Asian, Minority Ethnic, Refugee / People of Colour) inclusion work, which introduced tailored one-to-one emotional support sessions for LGBTU+ children and young people who are BAME/PoC, a new Inclusion Worker staff post, the production of a brand new resource, and allyship workshops for young people, staff and community volunteers.

We plan to continue funding this work and to build on the foundations laid by the pilot year of these services in making Allsorts a safe and inclusive space for all LGBTU+ children and young people in our community.

Highlights

- One-to-one sessions tailored for children and young people who are BAME/PoC and LGBTU+
- The Production of *Unboxing Our Identities*
- Monthly Allyship/Inclusion workshops in Allsorts Youth Groups
- BAME/PoC Inclusion Training for staff and community volunteers
- Painting workshop in reflection of Black History Month

18
one-to-one support
sessions delivered

11
workshops
delivered

30
average quarterly
attendance

allsorts youth
project
Unboxing Our Identities



A resource for young people who are LGBT+ and BAME/PoC* and/or Allies

LGBT+ FUTURES
Grants Programme

*BAME refers to people who are black, Asian, minority ethnic (including African, Caribbean, Middle Eastern, Latinx, indigenous, and mixed race) and refugees/people of colour.

allsorts
of love



I've begun to decolonize my understandings of gender and sexuality, learning more about our histories – that we have always existed! I've also re-connected with my spirituality and I feel that my queerness is a part of my spiritual expression. In indigenous and pre-colonial cultures all around the world trans, gender non-conforming and queer folx have been considered sacred for millenia. We are loved and cherished and we are sacred. We can be our full selves, and it is glorious.



Extract from *Unboxing Our Identities*

Allsorts of Thoughts

Podcast by and for LGBTU+ Children and Young People

Allsorts of Thoughts is Allsorts' cutting edge podcast, made by and for LGBTU+ children and young people at Allsorts and beyond.

With four episodes released to date, *Allsorts of Thoughts* is recorded, produced, edited and hosted by the young people of Allsorts, and even includes its own soundtrack, composed and recorded by an Allsorts Youth President.

Ranging from discussions surrounding coming out to LGBT+ pride, *Allsorts of Thoughts* is as insightful as it is entertaining. An episode with a former Allsorts Youth President and their parent provides fresh perspective on what it means to be a family unit with a trans child, and highlights the depth of the amazing work Allsorts Young People have put into this podcast.

We look forward to episodes yet to come, and highly recommend catching up if you haven't heard it yet!

Highlights

- Training Session on how to use recording equipment in a studio
- *Allsorts of Pride*: Interviews with staff, volunteers and young people from the Allsorts Pride Bus at Brighton & Hove Pride 2019
- *Allsorts of Coming Out*: Reflections on what it means to young people to 'come out' today on National Coming Out Day 2019
- *Allsorts of Life*: A conversation with a trans young person and their parent
- *Allsorts of Voices*: An interview with Co-Founder of Allsorts, Jess Wood MBE, with an overview of the history of Allsorts and reflections on LGBT+ Pride Month 50 years after the Stonewall Riots (1969)



Allsorts is great. It's given Colin lots of support, but also given me lots of support both through the parents group, and just through the general staff at Allsorts being lovely ... We're all trying to do the same thing and make these kids reasonably stable and well balanced and happy and feeling safe to go out in the world. That's what we're all trying to do.

Extract from *Allsorts of Life*



ALLSORTS of THOUGHTS

Proudly supporting
youth social action



Department
for Culture
Media & Sport

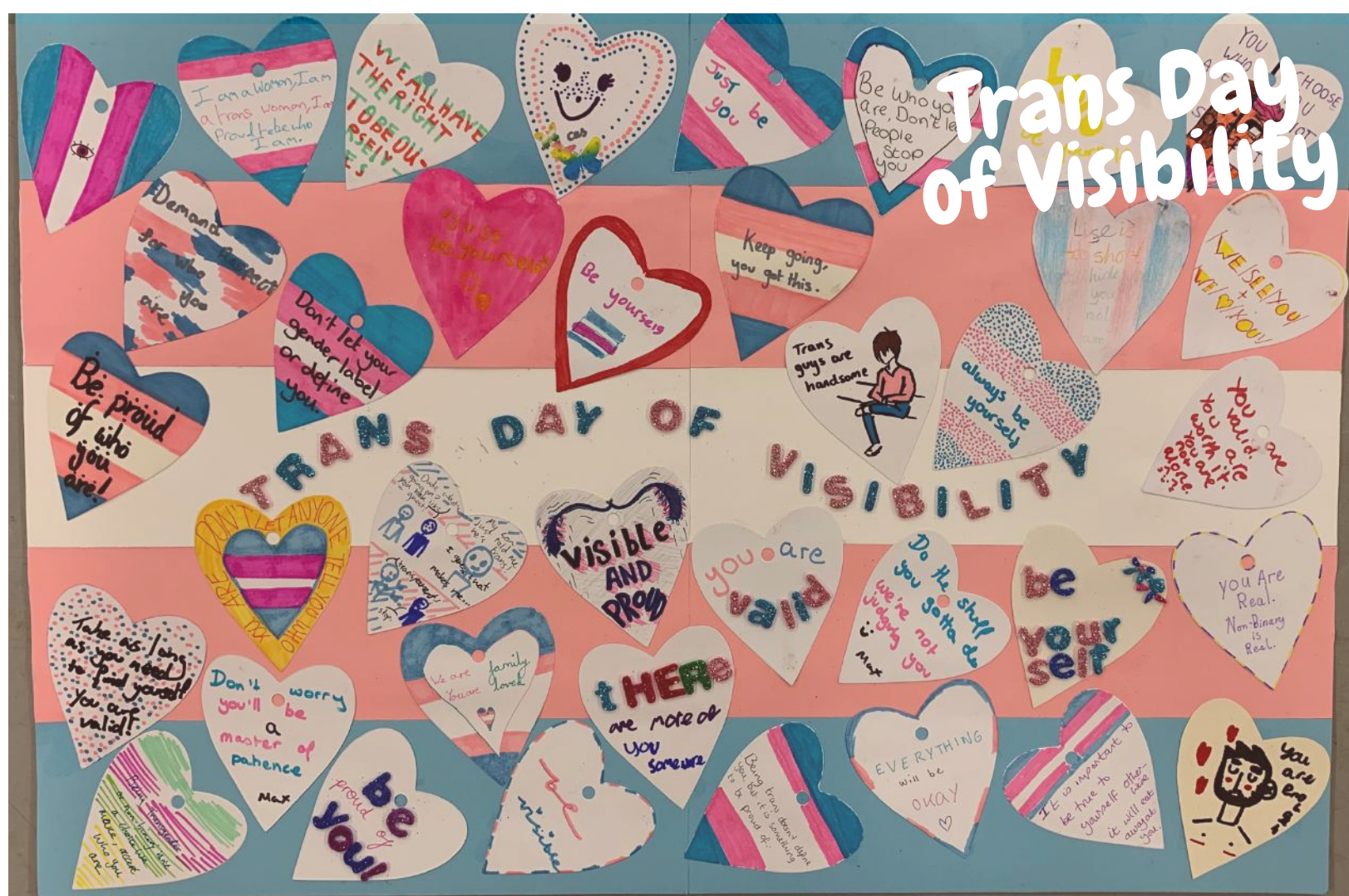


BIG
LOTTERY
FUND

LOTTERY FUNDED

Awareness-Raising Campaigns

We ran awareness-raising campaigns involving young people across the project including:



Pride Season

Worthing, Trans Pride and Brighton & Hove Pride



This year we were very excited to start the Pride season with a stall at the second ever Worthing Pride! We all had a great time, and our West Sussex team were out in full force, letting people know all about the great work we do within the local area and beyond!

Our next stop was the amazing Trans Pride! The sun was shining all day, and our two stalls had a constant stream of visitors finding out about what we do and buying pronoun badges & tote bags.

Our last Pride for this year was Brighton & Hove and what a way to finish! The Allsorts open top bus proudly made its way through the streets of Brighton parade, and the atmosphere was electric! We also were plastic free this year for the first time, something we will definitely be continuing with for next year's Pride events as well.

Huge THANKS to everyone involved in making 2019's Pride season the best yet! We'd also like to thank our amazing staff, parents and carers, and young people, without which we wouldn't be able to do all these Pride events, and also huge, huge thanks to everyone that fundraised for us over the summer - especially the MayDay Group - your support is vital and we are forever grateful for it all!





Family Services



Parents/Carers Group

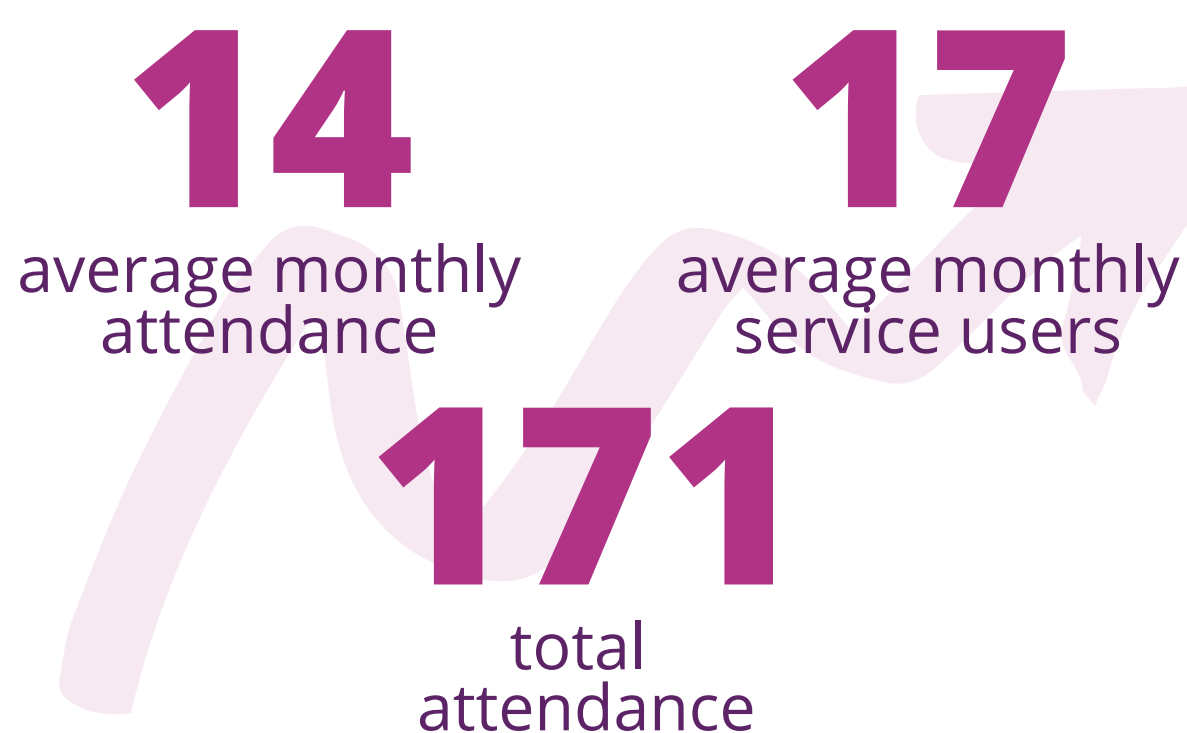
Peer Support
Monthly Group

Our Parents Peer Support Group, for parents/carers of trans or gender-exploring children and young people, has provided a safe space for parents/carers to meet and offer and receive peer support since 2013.

We are very fortunate to have a small team of parent volunteers who assist in the running of the group, some of who have great experience in raising a trans or gender-exploring child, and we'd like to take this opportunity to acknowledge how much we appreciate them.

This year the group has again seen another increase in the number of parents/carers/family members contacting us for one-to-one support and requesting to join the Parents Peer Support Group. We also have a large and active online community of over 100 parents/carers using our private Parents Facebook Group.

As ever, we remain eternally grateful to our former Parent Trustee, Sara Taverner, who had the vision of starting this group and sadly passed away only a short time after it first began.



👤 Allsorts has been the one shining light in what has been a very foggy and confusing world. We are still in the early days but no question seems too small or embarrassing. They really have given me hope. 🙏

Allsorts helped me and my family not feel lonely on this long journey, knowing they are just there helps us more than words can say.

It's a safe space. A respectful space. A space where you can cry and share and not be judged. Where you are heard. It stops you being alone, or feeling alone.



Training & Education Services



Youth Support & Education Services for Schools

Supporting schools in the Brighton & Hove area



Allsorts is a truly outstanding organisation in every sense. Their pioneering staff have sensitively and skilfully reached out to schools and the local communities over the last 20 years and are making a tangible difference in shaping attitudes towards the LGBTQ community. People in schools now talk openly about LGBTQ issues and 20 years ago they did not. At Roedean we are immensely proud to support the Allsorts mission to make Brighton and Hove a community where all LGBTQ young people can feel safe, valued and accepted.



Senior Deputy Head: Pastoral, Roedean School

This service provides schools with access to professional support for the LGBT+ student community; and training, advice and guidance to staff to ensure LGBT+ inclusion is embedded across the whole school's community.

We would like to acknowledge our appreciation of the continued support offered by the Brighton & Hove Secondary Schools. Also, Brighton & Hove City Council, and in particular Sam Beal (Partnership Adviser: Health and Wellbeing) for her continued support and the excellent advice and guidance she provides us in relation to our work in schools. Our local authority continues to demonstrate it has a firm commitment to providing the much-needed support to the community of LGBT+ students in our city.



Having Allsorts available to provide emotional and practical support to our most vulnerable LGBT+ students is invaluable. We feel we do our best in being inclusive and supportive of LGBT+ students but sometimes we just need real expertise and experience with the most vulnerable and, thank goodness, we have it right here in our city and in our school - thank you so much!

Secondary School Teacher
from Brighton

I was so happy when I saw Allsorts were leading an LGBT lesson to my class. It made me feel like the school really care about us LGBT students. The lesson was really good and it means I don't have to keep answering everyone's questions now as they have been taught about LGBT.

Year 8 LGBT Student
from Brighton

Training



It is a key training programme for anyone working with young people, their families and schools



Our Training and Education Services continues to thrive and works with a wide range of organisation across the South-East. Our training can be tailored to the needs of any organisation, school, college, business or individual that is looking to improve their LGBTQ+ awareness through a better understanding of LGBTQ+ issues and wants to create a more inclusive and safer environment for LGBTQ+ people.

At the very end of this financial year, in response to the COVID-19 related lockdown, we began planning for a new way of delivering our training and education work in an online format and were already taking bookings for these online sessions.

Allsorts Training & Education Service provides a range of options to develop and support increased knowledge and confidence around sexual orientations, gender identities and specifically LGBTQ+ issues.

**Staff training sessions | Workshops for Young People
School Assemblies | Key-note speeches | Presentations
Consultancy and Advice | Support for Individuals**

111

Training Sessions
Delivered



LGBTQ+ Awareness
Sessions Delivered



Trans / Gender Identity
Sessions Delivered

3843

Participants
Trained



I thought the training was pitched at the right level for what I imagine is a range of knowledge, experience and understanding across the team.

I doubt anyone went away without something on their list that they want to look at greater depth or something to come back to, either for professional development or as part of work with schools.



I found the conversational approach really useful and engaging and liked how you weaved stories from lived experience in with research and practice.

Really inspiring and given me much greater confidence to engage with this work with children, young people, schools and families

Rainbow Flag Award

Quality Assurance Framework for Schools & Colleges

The Rainbow Flag Award is a national Quality Assurance Framework for all schools and colleges, focusing on LGBT+, (lesbian, gay, bisexual, trans, plus other related identities), inclusion and visibility. The Rainbow Flag Award encourages a whole organisation approach to LGBT+ inclusion, as well as developing strategies to combat LGBTphobic* bullying.



*The term "LGBTphobic" is used purposefully, to ensure that the experiences of all LGBT+ people are represented. The term "HBT bullying" (homophobic, biphobic and transphobic) may also be heard.

Previously funded by the Government Equalities Office, via the Department for Education, Allsorts Youth Project have been working alongside our partner organisations; The Proud Trust, Humankind & The Kite Trust since 2016 to deliver this exciting & essential Quality Assurance Framework.

Primary, secondary & SEND schools and colleges across the country have been taking part, with Allsorts Youth Project delivering this award in the South-East region.

The 6 areas of the award are

Red – Skilled Teachers
Orange – Supportive Governors & Parents
Yellow – Effective Policies
Green – Inclusive Curriculum
Blue – Pastoral Support
Violet – Pupil Voice

A key aspect of the RFA is to provide evidence of the development of future initiatives informed by the program, ensuring that a legacy of positive cultural change is achieved, and sustained long after a schools project year comes to an end.

The Government Equality Office has acknowledged the effectiveness of the Rainbow Flag Award as "the best model for LGBT provision in the country".

The RFA consortium has worked hard to ensure that the program is able to continue now that GEO and DfE funding has ceased. The consortium are delighted to continue to keep working in partnership and are now offering a paid offer to schools across the country.

Consortium Partners





Finances



Fundraising



Allsorts is an incredible charity that I will always support! Their work is vital for many young people, children and families in the city. They respond to needs quickly with such grace, care and creativity. Young people who have performed at the events show us all their beauty, resilience, spirits and of course ooze powerful talent. I wish I had the opportunity when I was young to have been part of an incredible space and community. LOVE YOU ALLSORTS!



We have seen so much support from our donors and community fundraisers. Through a wide range of activities, events, challenges and more, the support we see from our community is deeply heartwarming.

Just a few of the many highlights of Allsorts fundraising include:



I am proud to support Allsorts because of its commitment to providing safe opportunities for identity exploration for young people. The work that Allsorts does in schools to promote understanding of gender and sexual diversity is fantastic, and is helping to ensure that new generations of young people are able to explore and express their identities with confidence and pride.

It's vital that young people get peer support, know that they are not alone, that there are people that they can talk to and people who will listen, when they feel unsure. That's what Allsorts is about and that is why I support them.

Financial Statement

Year Ended March 2020

I'm delighted to report that for the YE 2020, Allsorts is once again in a strong financial position.

The team continues to work hard to secure funding via grants and foundations and develop services beyond 2020.

For the fourth year in a row, we have seen an increase of funds coming into the project from donations, fundraising, training fees and grants, ensuring the stability of the project into the next financial year (20/21).

Lorraine Heaysman, our experienced bookkeeper, has once again done a fantastic job keeping track of our patchwork of funding, alongside our accountants Chariot House.

We keep our management and core costs to the minimum in order to maximize our investment in front line delivery. This means our services give real value for money and continue to be of a very high standard. The local authorities in Brighton & Hove as West Sussex continue to be hugely supportive, as have local Schools who really grasp the gravity and importance of the situation facing LGBT+ and unsure children and young people.

I'd like to thank all our funders, from the large organisational funders to individuals and businesses. Without your contributions, Allsorts Youth Project would not be able to deliver its wide array of services to children, young people and their families.

With COVID coming at the end of this financial year, there is no impact for this financial statement (YE20), however with social distancing measures in place and events being cancelled, we are expecting next year's fundraising and training income to decrease. The team are working incredibly hard to ensure the financial stability of the project next year and beyond, with Allsorts having made use of the Government Job Retention Scheme for some staff at the beginning of the pandemic, applying for emergency funding and continuing to grant bid.

James Ravenhill, Treasurer

Income & Expenditure for the Period

1st April 2019 - 31st March 2020

Funds	£
Income	490,439
Expenditure	
Staff Costs	380,654
Premise Costs	15,843
Project Costs	74,399
Total Expenditure	470,896
Net Incoming / Outgoing	19,543
Balance b/fwd @ 01/04/2019	194,239
Balance b/fwd @ 01/04/2020	213,782

Thank you

...to our funders



...to our partners and friends



...and to EVERYONE who's fundraised, donated & made a positive contribution to the staff, volunteers & young people here at Allsorts Youth Project!

We couldn't do it without you!

