



# allsorts youth project

# Annual Report

April 2022 - March 2023





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“ Allsorts made me realise I really am not alone with my struggles and there's lots of people just like me ”





# Welcomes

From a Youth Rep,  
Chair of Trustees and CEO

allsorts  
of love



# Youth Rep's Welcome

When I reflect upon the last year at Allsorts I am in awe of the continued determination and positivity of the young people. Its not been an easy year for LGBTQ+ youth but that hasn't stopped the joy and optimism I continuously see in groups and during activities.

Packed with activities and trips there's always been something for everyone to get involved with this year. Bowling, beach cleans and theatre trips just to name a few. Not forgetting the residential trips to Lodge Hill which saw us flying down zip wires and toasting marshmallows by a fire. We also learnt that John [Youth Support Worker] is a very good axe thrower.

This year was also full of pride, the importance of being visible at pride events has never been more important and come rain, wind and sun we turned up ! Reaching out to new young people and their families at these events has seen a rise in new faces accessing the services. Continuing to show how vitally important the work of staff and funding is to the well being and futures of LGBTQ+ youth.

This year also saw the introduction of the Youth Rep programme which I am proud to be a part of. This is giving a stronger voice to young people and most importantly, those that access Allsorts Youth Project services. As a team we hope to collect and implement the feedback collected in sessions to increase the projects youth lead ethos.

I hope that the coming year will see a reprieve in the attack of LGBT rights and progress in legislation but also know that Allsorts Youth Project will always have our backs and be ready to support us.

**Fynn**

**Youth Rep**



# Chair of Trustees' Welcome

Over the last year, both local and national landscapes have presented us with new challenges. Despite the political turbulence, economic uncertainty, and ever-evolving social perspectives, Allsorts has continued to place young people at the heart of everything we do. Building on the success of our youth work, family, and training services, we have continued to listen and respond to LGBT+ children and young people, ensuring that the support we provide is empowering, inclusive and relevant.

There is no escaping the fact that the world can sometimes be a hostile and intolerant place. The dispassionate vitriol and hate that we see online, in our media, and sadly through some members of the current government, profoundly affects those who are most vulnerable. While this may seem like a gloomy thing to reflect on in my welcome, I take solace in the fact that Allsorts stands proudly as a bright light, loud voice, and safe shelter. The work we do feels more important than ever.

We are now one year through our three-year strategic plan, which seeks to expand and improve the services Allsorts provide, and ensure the charity is sustainable and focussed on what really matters for years to come. This has included expansion of services across East and West Sussex, a considerable increase in our training offer, the development and continuation of our anti-racism action plan, and a new governance approach that brings the voices of young people and their families into the board room.

I am delighted with the progress that has been made under the superb leadership of Katie and her team and would like to extend my thanks to all staff and volunteers for the amazing work they do every day. I would also like to thank our funders for their continued support of the Allsorts Youth Project. Without your generosity and enthusiasm, we could not do what we do.

This is my first year as Chair, having been a trustee for 2 years previous. It is a constant honour and privilege to be a part of Allsorts Youth Project, and I'm genuinely humbled by the role. There has been a significant amount of change since the last annual report, and I am delighted to welcome five new trustees to the board. Their experience, perspective, and commitment will take us to new strengths, providing important assurance and oversight as Allsorts continues to thrive.

**Ben Miles**

**Chair of Trustees**



# CEO's Welcome

This financial year (22-23) saw us bring our new strategic plan to life whilst continuing to listen to what children, young people and families needed from Allsorts and ensuring their voices were raised and heard across the voluntary, statutory and health sectors.

When Allsorts first started way back in 1999, we lived in a very different world. LGBT+ people did not have equal rights with the rest of the population. We were not able to get married, it was illegal to support or talk about LGBT+ identities in schools under Section 28 and the Equality Act was still a decade away. We've come such a long way in those 24 years but we know that LGBT+ children and young people are still facing a lot of barriers and challenges.

Last year continued to be a tremendous challenge for many LGBT+ children, young people and their families, particularly those who are part of the trans and non-binary community, who have continued to be targeted and demonised by society, the press and the government. I set out my thoughts for a better future for LGB, particularly trans and non-binary young people, in April 2022 at the [Brighton TEDx event](#) where I talked about the current climate, how we approach our work, and how you can become, or continue to be, an ally to the LGBT+ community.

This year also saw us;

- Launch our Crawley & Eastbourne delivery hubs, with 7 hubs now across Sussex.
- Work towards creating more [inclusive spaces](#) for marginalised identities.
- Developed & delivered a 4-week programme, called [Evolve](#), for young people and families who are either on the waiting list or currently being supported by GIDS.
- Return to in-person pride's and other events.

Of course, none of this would be possible without the incredible support from our funders, partners, fundraisers, friends, colleagues, supporters and Friends of Allsorts.

We simply could not do what we do without you.

Allsorts of Love,

**Katie Vincent**  
**CEO**





# About Us

Project Overview,  
Need & Impact

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of love





**allsorts** youth  
project

# Project Overview

## Our Vision

To see a world where LGBT+ children & young people are free to be themselves.

## Our Mission

To listen to, connect & support lesbian, gay, bi, trans and/or exploring (LGBT+) children, young people and their families through youth work, and challenge exclusion, prejudice and discrimination in all areas of their lives.

## Our Aims

To focus all of our work with children & young people on the 5 pillars of youth & community work;



**Empowerment**



**Educative**



**Participative**



**Inclusive**



**Expressive**



# Our Services & Approach

In order to provide holistic services for LGBT+ children & young people across Sussex, we work with a three-pronged approach.



Youth Groups, one-to-one support, excursions, in-school support and fun activities for LGBT+ children & young people across Sussex, aged 5-25



Facilitated peer support groups for parents & carers, and one-to-one support for family members of LGBT+ children & young people



Training services for the wider community so that all spaces can be safer and more inclusive for LGBT+ people



# 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-exploring group formed  
**Schools Contracts** begin with schools in the Brighton & Hove area

**2016**

**Rainbow Flag Award** 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**'

**2020**

**Online Services** made available in light of COVID-19 lockdown

**2021**

Hybrid approach of **in-person & online services** continues

**2022**

LGBT+ Youth Groups expand to **Eastbourne & Crawley**

**YPoC Group** established for LGBT+ young people of colour

Launch of **GIDS Pilot Project**

LGBT+ Youth Groups expand to **Hastings**

**Family Support Service** expanded to provide three monthly **Parents/Carers Groups** and **Family 121 Support**



# Allsorts of Need

With over 24 years worth of experience in supporting LGBT+ children & young people, we have seen and been a part of monumental changes and progress for LGBT+ people across the UK.

However, informed by the experiences of LGBT+ young people attending the project, we know all too well that they are still likely to face LGBT-phobia and the disproportionate mental health challenges this is likely to cause. In our March 2023 survey with 62 young people, we found that in the last 6 months;



**92%**

had experienced  
mental health  
challenges



**69%**

had experienced  
some form of  
LGBT-phobia



**48%**

had done  
something to  
hurt themselves



**18%**

had  
attempted  
suicide



Allsorts has made me feel like there are people like me everywhere who are funny, interesting and passionate and can support me as I support them. The youth support workers have been great support and make me feel as though there is always someone around if I need them as well as being great role models.





# Allsorts of Impact

Allsorts gains an understanding of the impact of our services, and the needs of Allsorts children and young people through;

- **Youth Representative Clinics:** young people give feedback to their reps, relayed to the CEO and Board
- **6-monthly snapshot surveys:** Project-wide surveys to feedback on services, wellbeing and experiences as LGBT+ young people in the wider community.
- **Informal Feedback:** In youth groups and/or one-to-one sessions

“Allsorts has helped me accept myself for who I am, and who I've always been. Allsorts has provided me with a space where I can exist fully, show up authentically and be unapologetically my queer self, without fear. Seeing myself in the identities of those running and volunteering at Allsorts has given me real life representation – I'd never had that before. I've gained confidence, connections and friendships that I deeply cherish.”

We asked our young people how Allsorts had helped them....  
Taken from our 6-monthly survey with 62 young people in March 2023



100%

said that one-to-one support had been of particular help to them



98%

said that Allsorts groups had been of help to them



89%

said that coming to Allsorts helped them feel better able to express their voice and make their opinions heard



81%

said that coming to Allsorts had helped improve their overall wellbeing





# Youth Service

LGBT+ Youth Groups  
& 121 Support



# Kids Group

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

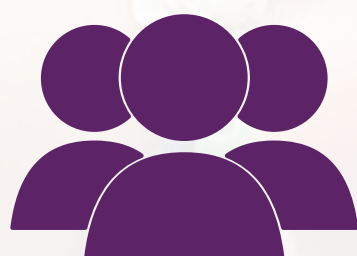
'Is there anyone here like me?' is often the first thing that children say when they meet the Kids Group worker for the first time.

Kids Group provides a welcoming space for trans or gender-exploring children and their parents/carers to connect with others who are just like them.

Having had three years of an online/in-person hybrid approach triggered by covid-19, this year saw Kids Group return to its previous full in-person service, providing groups and fun family activities in Brighton.

17

In-Person  
Groups



100

Total  
Attendance



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

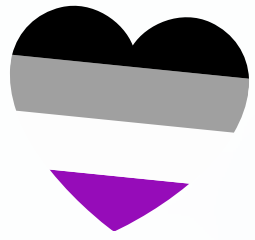
## Highlights

- Family picnic & mini sports day
- 'Proud of Who We Are' posters
- Lego model challenge
- Black History Month activity
- Dressed up for world book day
- Outdoor activity day with climbing, team building and archery



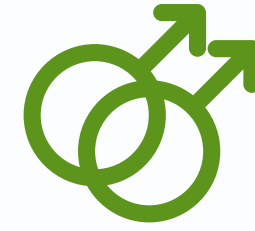
“ Thank you so much for all the fun times, activities, help and support that you have given my child. It has been such a happy place for him and he looks forward to coming each month ”





# Under 16s

LGBT+ Youth Groups & Activities  
for LGBT+ young people aged 11-15



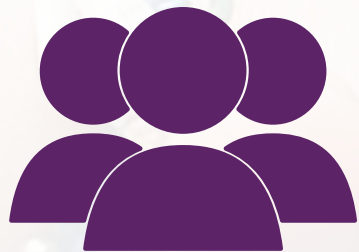
Allsorts under 16s youth groups have continued in Brighton, Horsham, Worthing, Chichester, Hastings and online, whilst launching two new groups in Crawley and Eastbourne.

Requested by young people, we have also been expanding our offer to include more excursions and activities across all locations, including theatre and cinema trips, outdoor residentials, sports sessions and more!

We look forward to expanding these sessions further and continuing to provide spaces for LGBT+ young people to be themselves, have fun and make new friends.

**78**

In-Person  
Groups



**12**

Online  
Groups



**266**

Total  
Attendance



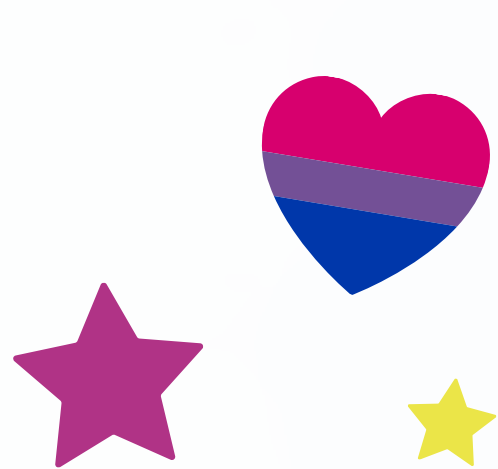
**The residential to  
the Adur Center  
was amazing!**

## Highlights

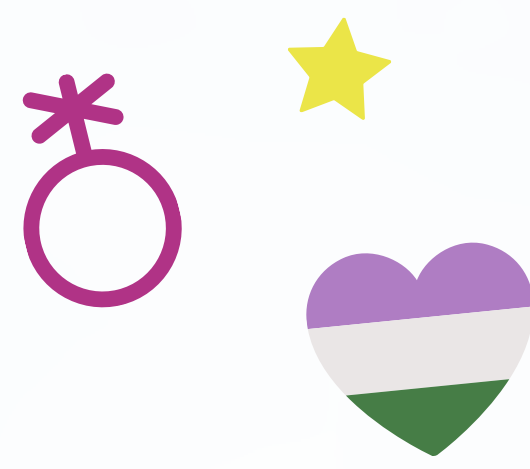
- Overnight residential at Adur Recreation Centre
- Visited Community Kitchen and learned how to make our own snacks and sweet treats
- Visited Les Ballets Trockadero de Monte Carlo with the young people to see drag ballet

“Allsorts has helped me understand who I am and that I'm worthy of support and for me to understand that when I need help , I can reach out instead of bottling it up.”





# Over 16s



LGBT+ Youth Groups & Activities for  
LGBT+ young people aged 16-21

Allsorts young people tell us that they want to access LGBT+ spaces that don't revolve around nightlife or alcohol. For them, drop-in groups provide spaces where they can meet new people, engage in activities, access support and socialise with a community of understanding peers and positive role models and without a fear of being judged.

In 2022-23, our over 16s groups also expanded to Crawley and Eastbourne, and are now available for LGBT+ young people aged 16-21.

**71**  
In-Person  
Groups



**21**  
Online  
Groups



**236**  
Total  
Attendance



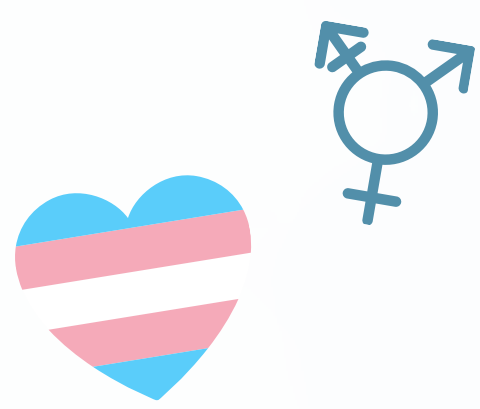
**Allsorts has  
helped me  
relieve stress**

## Highlights

- Ledward Centre Visit
- Offsite Trip to the Queery
- Bushcraft Trip and roasting smores!
- LGBT+ History Month Timeline Challenge
- Starting groups in Crawley!

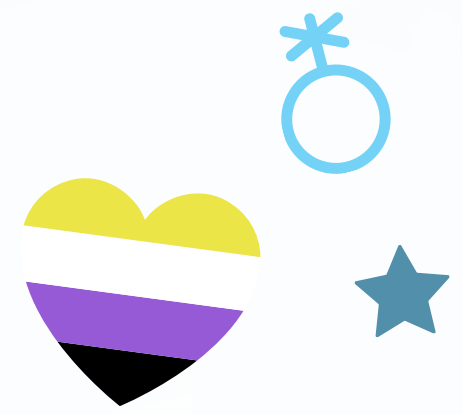
“ Allsorts has provided a safe space for me to be myself, without the common anxieties that come with being a trans person in public. ”





# Transformers

Trans, Non-Binary & Gender-Exploring  
Groups for young people aged 16-21

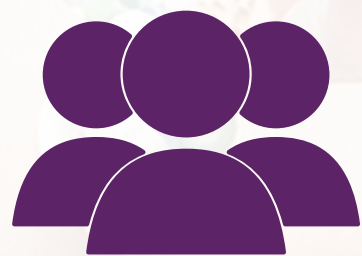


Trans & non-binary young people often tell us that they find it hard to have a place to talk about being trans without having to explain themselves. Transformers provides a space where young people are able to explore their gender identity, be seen, valued and understood.

In 2022-23, Transformers monthly groups and activities continued in-person in Brighton and online.

12

In-Person  
Groups



11

Online  
Groups



77

Total  
Attendance



I am happy to  
be around  
people like me

## Highlights

- Trans Joy Zine making workshop
- 'Keyboard Fantasies' film screening
- Healthy relationships workshop inclusive of family, friends/social pressures
- Community Kitchen cooking workshop
- 'Mapping Gender' Theatre Trip

“ Allsorts saved my life ”



# YPoC Group

Youth Groups for young LGBT+ people of colour aged 16-21

This year saw the continuation of our youth group for LGBT+ young people of colour (YPoC). Led by LGBT+ PoC, Allsorts YPoC Group provided safe, non-judgemental and confidential spaces to meet other LGBT+ PoC, have fun and take part in a range of activities.

In 2022-23, Allsorts YPoC Group was available monthly in-person in Brighton.

9

In-Person Groups



11

Total Attendance



Allsorts has made me feel less alone and far more comfortable in myself

## Highlights

- Cinema Trip
- Soap Making at Lush



“ Allsorts helped me get an idea of who I am and help me understand my community ”



# GIDS Project

In 2022-23, Allsorts received funding from NHS Sussex to run a pilot project for children and their families living in Sussex who are on the waiting list or being seen by the Gender Identity Development Service (GIDS). As part of this project, we delivered two four-week programmes for families to build stronger relationships by participating in activities and workshops which built confidence, resilience and communication skills.

Ten families participated in the programme where they took part in sessions which covered themes such as anger, communication and the family's transition journey. We also had a Forest School session delivered by Sussex Wildlife Trust to give families the opportunity to have fun with each other and learn new skills.

We were very proud of the programme and its positive impact reported on by the families that participated, and with support from NHS, will be continuing to provide this service in 2023-24.

**I enjoyed meeting other families, learning from their experiences and exchanging with the Allsorts team. I love that my child has made a friend.**

**I've got a new friend and tools to deal with anger and a new support network"**

**“ I'm not alone – either as a parent of a trans child, or in terms of support being available from Allsorts ”**



# 121 Support

121 Support for LGBT+ children  
& young people aged 5-25

Built on the principles of youth work, Allsorts 121 support sessions offer young people a safe & non-judgemental space to talk to an LGBT+ Youth Support Worker about any challenges they may be facing surrounding their LGBT+ identities and other issues they need support with.

In 2022-23, Allsorts continued to provide 121s online, by phone and in-person (at our delivery hubs, in schools, or outdoor 'Walk & Talks').

Between April 2022 - March 2023, Allsorts provided

## 552

One-to-One  
Support Sessions



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## 121 Core Themes



LGBT+  
Identities &  
Coming Out



Mental  
Health &  
Wellbeing



Confidence  
& Resilience



Gender &  
Healthcare  
Pathways



Bullying &  
Keeping  
Safe



Financial  
Care

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“Allsorts has really helped me feel seen and heard. I've never opened up about my gender identity as I want to be seen as male, not just a transgender male. It helped me find out more about my trans peers and I feel a lot less ashamed to be a transgender person.”





# Family Service

Parents/Carers Groups  
& Family 121 Support



# Parents/Carers Group

Peer Support Groups for parents/carers of trans, non-binary and/or gender-exploring children & young people

Families can often feel overwhelmed, bewildered and isolated as they face what can be an incredibly challenging time when their child first comes out to them. Being able to connect with a community of empathic, understanding and knowledgeable people can make a world of difference, not only to the parent/carer but to the family as a whole.

Allsorts has been very grateful to be in a position to expand our Family Service over the past year. In hiring two dedicated members of the family team, we were able to provide two in-person groups and one online group per month. In addition to this expansion, our team have developed new activities and themed sessions based on the feedback of parents/carers across the service. The end of 2022-23 saw the recruitment and training of our new family volunteer team, who we look forward to working with more in the coming year.

Between April 2022 - March 2023, Allsorts provided

20

In-Person  
Groups



21

Online  
Groups



175

Total  
Attendance



## Highlights

In addition to expanding our existing Family Service and providing more group sessions, our Families Team were excited to be able to offer a range of new activities and ways to connect with other families. Some of the *many* highlights included;

- Family Service Library
- Plant Sale & Clothes Swap
- New Online Noticeboard
- Whole-Family Activities
- LGBT+ Pride Marches
- Facilitated Parents/Carers Space in Kids Group
- Themed Workshops (eg. Positive Parenting, Neurodiversity)



# Family 121 Support

121 support sessions for any family member  
of an LGBT+ child or young person

Family 121 sessions for any family member of an LGBT+ young person in Sussex can be delivered in-person, online or by phone. They offer spaces to talk about challenges people may face surrounding their young person's LGBT+ identities. This work compliments our youth services and centres positive outcomes for LGBT+ young people whilst supporting their wider networks.

Since 2014, we have provided ad hoc 121 support for parents/carers. 2021-22 saw the piloting and development of the family 121 service in preparation for a full launch of the service in 2022-23.

Between April 2022 - March 2023, Allsorts provided

# 232

Family 121  
Support Sessions



“ We love that Allsorts can give us 'normal' experiences but in a very safe environment where everyone can be themselves. ”

You are fabulous and a much needed service for our community.

Big thank you to Allsorts for essential support over the years.





# Training Service

Schools Work, Training  
& Inclusion Awards



# Schools

## Allsorts School Contracts

Secondary schools in Brighton & Hove and East Sussex once again took up Allsorts School Contracts with the aims of;

- Supporting student in schools who are LGBT+ or exploring their sexual orientation and/or gender identity.
- Increasing LGBT+ awareness, inclusion and safety throughout the whole school community through educational workshops, assemblies and staff training
- Increasing the visibility and inclusion of LGBT+ identities and the LGBT+ community throughout the school and the wider community, and across the teaching curriculum.

The contracts offer schools a menu of services to use their dedicated hours based on their needs such as;

- LGBT+ Awareness & Inclusion workshops for students
- LGBT+ Assemblies for students
- LGBT+ Awareness & Inclusion training for staff
- Information, advice and guidance for pastoral staff, senior leaders and governors

Between April 2023 - March 2023:



## Non-Contracted Schools

Allsorts continued to offer information, advice & guidance to schools and other educational settings delivering workshops & training to students, staff, parents, PHSE leads & governors across;





# Training

This year continued to be a busy one for the Training Service where we delivered our LGBT+ & Trans Awareness Training to organisations such as; Brighton and Hove City Councils Education, Standards and Achievement team, East Sussex School Health Service & Primary PSHE Hub, MET college, Sussex Community NHS Foundation Trust's LGBT+ Network, AMEX American Express Families Network, Intuit, and NHS Brighton & Hove CCG.

We also;

- Continued to develop and implement the Allsorts Allyship Programme.
- Implemented a new CRM to streamline inquiries and bookings.
- Delivered more than four times as many training sessions compared to last financial year.

Between April 2022 - March 2023, Allsorts delivered:

224

Training Sessions  
Delivered

166

LGBT+ Awareness  
Sessions Delivered

56

Trans / Gender Identity  
Sessions Delivered

9,899

Participants  
Trained

“ Colin is a fantastic trainer with an amazing amount of knowledge, and their ability to engage everyone was excellent, everyone felt comfortable and was able to contribute and feel safe in doing so. ”

Ben was knowledgeable, relatable and explained things so compassionately with a good sense of fun

I haven't had as much fun in a training session for quite some time



# Allsorts Allyship Programme

## What is the Allsorts LGBT+ Allyship Programme?

The Allsorts LGBT+ Allyship Programme provides organisations with training, information, advice and guidance to support them in creating and maintaining an LGBT+ Allies Team within their organisation.



We believe that having a designated LGBT+ Allies Team in your organisation will ensure better LGBT+ awareness and inclusion, stronger support for your service users and staff, and make your organisation a safer space for all LGBT+ people.

An LGBT+ Allies Team will have an active role in your organisation to ensure any issues relating to LGBT+ inclusion are identified and appropriately addressed. Although the time-commitment can be fairly minimal, the impact can be huge!

## Ongoing telephone support, information, advice and guidance

In addition to training, the LGBT+ Allies Team will have access to an agreed amount of ongoing support from the Allsorts Team through telephone or email support, information, advice and guidance. The amount of support will be agreed upon depending on the size of your organisation.

## What do you get for participating in the Allsorts LGBT+ Allyship Programme?

- Programme Participation Certificate
- Your organisation will receive a certificate showing that you are participating in the Allyship Programme.
- Branded Website Assets and Email Banners
- To allow you to demonstrate your commitment to LGBT+ inclusion in your organisation via your website. The LGBT+ Allies Team will have a unique banner for their email signatures.
- Branded LGBT+ Allies Staff Team Poster Template
- To support the visibility of your LGBT+ Allies Team in your organisation and the wider community.
- LGBT+ Allies Lanyards
- The LGBT+ Allies Team will be given a special rainbow-themed lanyard that shows they are a designated LGBT+ Ally.



# Rainbow Flag Award

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.



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. Between April 2021 - March 2022, 17 schools signed up to the RFA was signed up to with Allsorts Youth Project.

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”***.







# Project Wide Activities

Volunteering, Pride Season,  
Resources & Strategy





The primary focus of our 2022-23 Youth Reps, alongside relaying feedback from young people across the project to our CEO and Board, was supporting Allsorts to achieve the Investing in Children Membership Award. We could not thank them enough for their invaluable contributions to achieving the award, and although we were sad to see many of them leave at end of 2022, we were thrilled to see them moving onto new ventures and opportunities, including university, higher education and employment.

We saw this as an ideal moment to evaluate and reshape what Allsorts was offering in relation to youth voice and participation. One of our existing members of staff was recruited to a Senior Practitioner role, with one of her main responsibilities being to hold and drive the youth voice aspect of our work.

As a result, we developed the Youth Voice programme for 16-25 year olds who would like to amplify the voices of Allsorts young people and influence change within the project. The new Youth Representatives will be Allsorts service users who will be provided with opportunities to help shape the future of Allsorts and gain meaningful experience to create new pathways for their own futures. We look forward to the year ahead facilitating the Youth Voice programme!



# Volunteers

Volunteers are truly the backbone of Allsorts, so in 2022 we were excited to re-introduce volunteer facilitation for in-person youth groups.

We audited our existing volunteering offer and undertook a consultation with our current volunteers, who had been supporting Allsorts pre-pandemic, on how we could improve their experience going forward. The results of this also fed into improving the Youth Service, hence we developed our Youth Engagement Programme, holding six monthly planning days to collaborate as a team and set out the following months activities and structure.

We were also able to set up an Allsorts Volunteering group on the app/website Spond to improve our overall communication, such as ensuring three months worth of activities are always readily accessible to our committed volunteers. The consultation also led us to develop a Volunteering Handbook to clearly set out information in regard to Allsorts staff, policies, supervisions, e-learning and more.

We also came together with our pre-pandemic volunteers who wished to continue volunteering with Allsorts for a fantastic day of refresher training and a social meal at the Shelter Hall.

“It’s really rewarding, because you can see people blossom and grow. This is worth more than anything else, I look at some of the young people and think you can see they’re edgy or nervous when they first sign up and seeing them express themselves a couple of sessions later is really great. You can’t really quantify that until it happens, but when you see it, it’s really nice”



# Pride Season

The summer of 2022 saw Allsorts return to in-person pride events across Sussex in full swing. We were excited to return to Worthing and Hastings for a second year, and jumped at the opportunity to make an appearance at Crawley Pride for the first time.

In Brighton, we were thrilled to be back at Trans Pride for the first time since the pandemic. Our family and youth stalls drew wonderful crowds, and we had so much fun celebrating and marching with the young people and families that joined us for the day.

The Allsorts bus also made it's return as we proudly joined the Pride Parade on sunny August afternoon. Young people, staff, trustees and volunteers celebrated together in the centre of the weekend's festivities.

Within youth groups, we once again celebrated pride season with our Inktober inspired art challenge, 'Pen Pride'. Each week we set a theme for young people to get creative with drawing, painting, poetry and more! The submissions were awesome (as always) and varied from rainbow pianos to gay frogs to space bunnies!





# Resources

Young people, staff and volunteers continued to work together to produce and update some excellent youth-led resources. In 2022-23, this included;



The continuation of the *Allsorts of Visibility* collection. A series of resources celebrating and showcasing prominent LGBT+ people of colour. New editions celebrated LGBT+ who were/are also South Asian, South-East Asian, and indigenous people of Oceania.



The release of the reimagined and updated *5 Ways*: a resource exploring the 5 ways to wellbeing, by young people and staff at Allsorts. The new version has all new pages made entirely by young people at the project, as well as group pages, and reflections.

We have also added a new section to the resources section of our website which highlights video releases, alongside Allsorts' youth-led podcast, *Allsorts of Thoughts*. In the podcasts & videos section, you can now watch *Finley's Story* made with West Sussex County Council, our Self-Care Series made in collaboration with Allsorts young people, and Katie's TEDx Brighton Talk, '*Why the fight for young LGBT+ people is far from over*'.

To read or watch these resources alongside our full collection of youth-led toolkits, booklets and guides, [\*\*visit our website here.\*\*](#)



# Strategic Plan

Following surveys, consultations and in-depth research with children, young people, families, staff, volunteers and stakeholders, 2021-22 brought the development of our strategic plan from April 2022 onwards. We were pleased to release the Executive Summary in [our 2021-22 Annual Report](#). One year into the strategy, here are our key updates.

| Strategic Aim   | Update  |
|---|---|
| <b>Youth Service</b>  |   |
| Align practices with 5 Pillars of Youth and Community work and create a new activities plan | Aligned with the 5 pillars of youth & community work, our new Activities & Summer Programme rolled out with a wide range of opportunities.  |
| Redevelop youth participation opportunities   | <p>We launched our new Youth Voice Programme which includes an opportunity for young people (aged 16-25) to become Youth Reps and;</p> <ul style="list-style-type: none"> <li>• be an active citizen in their community</li> <li>• advocate for other young people</li> <li>• help make meaningful changes within Allsorts</li> <li>• develop skills that will help with their career and/or educational goals</li> <li>• be change-makers for LGBT+ young people in and outside of Allsorts</li> </ul> |
| Develop a 'Access Fund' for service users   | <p>We established the Access Fund, which provides young people with access to a range of essential products and support. In its first year, this included;</p> <ul style="list-style-type: none"> <li>• 16 travel tickets</li> <li>• 12 food packs</li> <li>• 7 toiletry packs</li> <li>• 3 shopping vouchers</li> <li>• 1 free clothes swap</li> </ul>   |
| Develop an LGBT+ counselling offer  | We developed a pilot counselling offer with limited spaces in partnership with Esteem which will be launching in 2024.  |
| <b>Family Service</b>   |   |
| Expand existing services  | <p>After employing a new Family Support Worker, we expanded our parents/carers group to two new areas in East &amp; West Sussex as well as continuing the Brighton and online group.</p> <p>Our capacity to provide more one-to-one support for all family members has expanded greatly.</p> <p>We were able to develop and deliver a pilot 'GIDS Programme' which has received funding for a second year following its success, and has become the <a href="#">Evolve Programme</a>.</p>               |



| Strategic Aim  | Update   |
|--|--|
| <b>Family Service (continued)</b>  |  |
| Information, advice & guidance portal                                      | We have introduced a new Padlet (online information portal) to update parents/carers and share resources.  |
| Implement a parent/carers 'buddying' system                                | We implemented a new buddying system for new parents/carers accessing the service to be supported by existing families attending Allsorts, and introduced a new Family Reps programme in conjunction with the Youth Reps programme.  |
| <b>Training Service</b>  |  |
| Review of the Training Programme to expand High Mission x High-Income work | <p>Through the expansion of our Training team this year, our reach and ability to provide further high mission x high-income training has grown. Key updates in 2022-23 included;</p> <ul style="list-style-type: none"> <li>• Hiring our first bookings coordinator</li> <li>• Securing funding for and building a bespoke CRM</li> <li>• Securing free re-design of our slide decks</li> <li>• Producing 4 training videos on supporting LGBT+ children &amp; young people for NHS Sussex Primary Care Network, including two in partnership with Grassroots Suicide Prevention</li> <li>• Securing e-learning development funding for 2023-24</li> </ul>                          |
| <b>Inclusion</b>   |  |
| Implement the Anti-Racism Action Plan                                      | <p>We have continued to build and developed our anti-racism action plan, with key aspects in 2022-23 including:</p> <ul style="list-style-type: none"> <li>• Continued bespoke anti-racism training sessions delivered for all staff and trustees</li> <li>• The first Allsorts reading group worked through Layla F. Saad's <i>'Me &amp; White Supremacy'</i> together</li> <li>• A review and re-release of our <b><u><a href="#">Inclusion Pledge on the Allsorts website.</a></u></b></li> <li>• Continued work with our anti-racism consultant to hold ourselves accountable to our Inclusion Pledge and continue reviewing and updating the Anti-Racism Action Plan</li> </ul> |
| Review accessibility of website and social media                           | <p>Through consultation with a wide range of people, including service users, staff, professionals and our social media followers, we identified key aspects of our website and social media design and delivery for development. This included;</p> <ul style="list-style-type: none"> <li>• Embedding alt-text across all imagery on the Allsorts website</li> <li>• Reformatting and restructuring of website, and ensuring consistency of font, layout and language throughout</li> <li>• Supported by an Allsorts young person, researched website accessibility tools and secured funding to acquire and embed a ReciteMe toolbar on the website</li> </ul>                    |





# Finances

Fundraising & Financial  
Statement from the Treasurer



# Community Fundraising

2022-23 saw yet another year filled with our generous supporters finding fun and exciting ways to raise funds and awareness for the project, with a wide range of fundraising activities, challenges and events. Some of the *many* highlights included;



- Local shops fundraising over pride season and generously donating to Allsorts, including our friends at Preloved of Brighton, Our Daily Edit, Buy-a-Gift, The Old Bike Store & OS Lifestyle.
- Being awarded £10,000 from Tesco after receiving the 100 millionth pound from their community grants scheme since 2016.
- Stream for a Cause continuing to raise funds in aid of Allsorts, this year contributing to the development of our Youth Reps programme.
- Schools & colleges across Sussex fundraising for Allsorts through non-uniform days and other activities.
- Businesses finding creative ways to raise funds and have fun in the office, including our supporters at RSA Horsham and Intuit Quickbooks.

A **huge** thank you to everyone who fundraised for Allsorts during 2022-23. With statutory and trust funding becoming increasingly harder to come by, community support and fundraising makes all the difference, now more than ever. Whether you had a pride celebration in your office, or a sponsored walk with your friends, we could not thank you enough for your continued support!

To find out more about fundraising in aid of Allsorts or to get some ideas from our new fundraising pack, please [visit our fundraising page here](#).



# friends of allsorts



We have continued to be blown away by the ongoing and growing support we have seen from our community of generous monthly donors.

The Friends of Allsorts are our incredible supporters who help support our services us through regular donations. In return, we send quarterly updates, specifically for the Friends of Allsorts, including highlights and exclusive 'behind the scenes' videos.

On average, every month last year brought with it;



**25**  
Friends of  
Allsorts



**£358**  
In monthly  
donations

With a total **£4,300** raised by the Friends of Allsorts by the end of the year, we could not be happier to report that our community of regular donors has continued to grow ever since. If you would like to become a Friend of Allsorts and start contributing to Allsorts' work monthly, [please set up your monthly donation here](#).



# Financial Statement from the Treasurer

Period: 1st April 2022 - 31st March 2023

From a macro-economic perspective this has been a difficult year with high inflation, a tense labour market and growth stagnation. However, Allsorts continues to navigate successfully through these challenging times and saw once again positive economic results and a solid financial situation, which continues in the year 2023-24.

The project is run very efficiently and effectively by the CEO Katie, the Deputy CEO Billi and the entire Allsorts Team. This is reflected in the strong results.

From an economic point of view the project generated a £16, 000 net income. Gross income grew by 19% to £714,000. About 85% of this comes from grants and other charitable activities, however the contribution from training, both in schools and in corporate settings, continues to grow. This reflects the strategy to find commercial revenue streams that are less dependable from grant provision.

The trends in income show that Allsorts continues to receive support from the local authorities of Brighton & Hove, West Sussex and East Sussex, which is very positive in the current climate where LGBT+ issues are often objects of polarised discussion. The project receives also support from local schools, despite the continuing pressures on school budgets, and more backing also from local businesses.

Costs increased by 35%, which is not only due to high inflation but also to increased activity and consequent expansion of the team. As expected, the biggest expense line is Salaries. This makes up for almost 80% of the total expenditure and grew by about 31% year on year. The other two notable cost lines are Group Activities and Office Costs.

From a financial perspective, the balance sheet is very solid and funds have grown, for the seventh consecutive time, from £348,000 to £364,000. Again, this is a reflection of the effective way in which our CEO Katie is running the project. Entering the new financial year with a high level of reserves allows the freedom to make brave choices, knowing that there is strong financial backing.

I wanted to close these remarks by thanking all our funders, from the large organisational funders, to small businesses and to individual donors. I also wanted to thank our bookkeeper, Lorraine Heaysman, and our accountants, F1 CRT Limited. Thank you very much for your continued commitment in the work that Allsorts does to support young LGBT+ people and their families in Sussex.

**Roberta Rampazzo**  
Treasurer



# Income & Expenditure

For the period: 1st April 2022 - 31st March 2023

| Funds | £ |
|-------|---|
|-------|---|

|        |         |
|--------|---------|
| Income | 714,012 |
|--------|---------|

## Expenditure

|               |         |
|---------------|---------|
| Staff         | 543,315 |
| Premises      | 18,960  |
| Project Costs | 135,815 |

|                          |                |
|--------------------------|----------------|
| <b>Total Expenditure</b> | <b>698,090</b> |
|--------------------------|----------------|

|                                |               |
|--------------------------------|---------------|
| <b>Net Incoming / Outgoing</b> | <b>15,923</b> |
|--------------------------------|---------------|

|                            |         |
|----------------------------|---------|
| Balance b/fwd @ 01/04/2022 | 348,351 |
|----------------------------|---------|

|                                   |                |
|-----------------------------------|----------------|
| <b>Balance b/fwd @ 01/04/2023</b> | <b>364,274</b> |
|-----------------------------------|----------------|

|                     |         |
|---------------------|---------|
| Designated Reserves | 363,311 |
|---------------------|---------|

|                       |     |
|-----------------------|-----|
| Undesignated Reserves | 963 |
|-----------------------|-----|



# Thank you!

...to our funders



...to our partners



...and sector supporters



...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!**