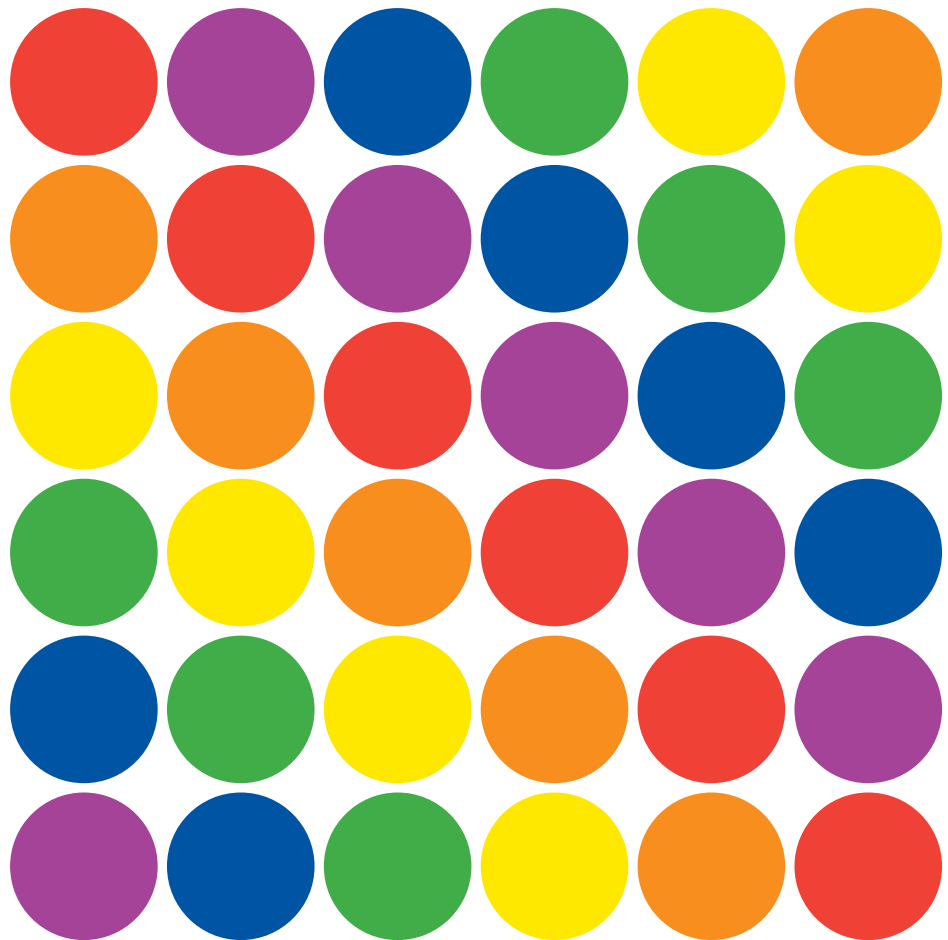




Annual Report 2008-2009



“This charity has demonstrated its innovation and vision: identifying the gap in provision of services and pro-actively fulfilling that need with exactly the right initiative to address it...”

Rob Beckley Deputy Chief Constable Avon and Somerset Constabulary



What is EACH?

EACH - Educational Action Challenging Homophobia is the award-winning charity for adults and young people affected by homophobia. It is also a not-for-profit training agency for employers and organisations committed to realising an equal and safe working environment for all regardless of age, sex, ability, ethnicity, faith, transgender identity or sexuality.

EACH delivers consultancy and training for the Department for Children, Schools and Families, Criminal Justice System, Qualifications and Curriculum Authority, Children and Young People's Services, county and city councils, Health, Libraries, Youth, Housing and Social Services, registrars, trade unions and the third sector.

EACH's national, freephone Actionline: 0808 1000 143 for young people affected by homophobic bullying is available 10am to 4pm every weekday. It gives callers the opportunity to receive confidential help and support.

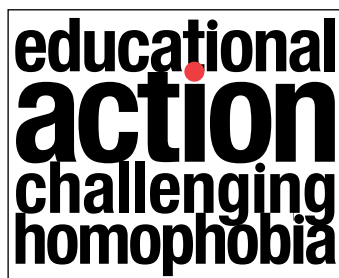
The Actionline also provides a confidential homophobic incident reporting service for adults who live, work or socialise in the West of England.

EACH offers a casework service currently covering Bristol and South Gloucestershire, providing one-to-one support to individuals who have been, or continue to be, the target of homophobic incidents.

Targets of homophobia can also report, in confidence, online at www.eachaction.org.uk

EACH is a company limited by guarantee and a registered charity governed by its memorandum and articles of association.

For further information visit www.eachaction.org.uk



EACH Year

EACH received:

626 Actionline calls

EACH delivered:

60 Training sessions

EACH hosted:

4 Drop-ins Weston-super-Mare

6 Drop-ins in Bristol

EACH attended:

180 Meetings

12 Conferences

21 Case review panels

8 PAHC meetings

7 SPAHC meetings

4 RHINS meetings

11 SceneWATCH sessions

and

69 Authorities requested resources

PAHC - Partnership Against Hate Crime

SPAHC - Strategic Partnership Against Hate Crime

RHINS - Reporting Hate Incidents in North Somerset

Data recorded between July 2008 and June 2009



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EACH has done a lot of work with schools tackling homophobic bullying and the schools they have worked with are extremely grateful for all the support.

We have been working very effectively with EACH, who have provided us with an excellent service and whom schools love. They have won national recognition for their work. Their professionalism is superb and their understanding of the issue in schools is brilliant. Furthermore they understand the Bristol context.

Esther Pickup-Keller Head of Service

Behaviour Improvement Team, Strategic Lead for SEAL and Anti-Bullying Work Bristol City Council

Jonathan's presentation was both dynamic as well as being appropriate, it fully engaged all staff who attended the meeting and triggered a lively debate afterwards. We felt very much more empowered to tackle issues arising in school around this often sensitive issue and were much clearer as to our duty as a staff. I would highly recommend him to any school.

Annette Osborne Headteacher Gay Elms Primary School Bristol

Just wanted to let you know how much I enjoyed your session at our twilight INSET evening on bullying. I and many of my colleagues thought you were excellent and I know they agree yours was their favourite session. I really think you had a huge influence which can only have a positive impact on our students. Thank-you!

Leanna Arkell Assistant Headteacher Churchdown Primary School Gloucestershire



Chair's Report

A funding bid compiled and submitted at the beginning of 2009, has resulted in a most striking move forward for EACH. In July we received the news that the bid had been successful, resulting in an award by The Big Lottery of £391,668.

Throughout the next five years this will be spent on EACH's ground-breaking initiative, REACH: supporting lesbian, gay and bisexual young people develop a sense of pride in their identity and helping their peers and adults in young people's settings challenge homophobic bullying.

We plan a variety of innovative initiatives:

- Structured awareness-raising sessions delivered to education professionals by young people
- Outward-bound excursions providing challenging activities to develop young gay people's confidence, leadership and interpersonal skills
- Peer mentor training
- Sessions to support a wide range of agencies devise action plans to eliminate homophobic bullying

This is without doubt going to be one of the highlights of the next five years as we eagerly track the development of this exciting initiative across the region.

The staff and trustees of EACH also have every reason to be proud of the establishment of the brand new lesbian, gay, bisexual and transgender (LGB&T) youth group for the Bath and North East Somerset area: REACH – set up as a partnership initiative between EACH and Bath and North East Somerset Council. With this funding award from the Big Lottery Fund, we can be confident that this youth group will have every chance of thriving.

We would like to extend our thanks to the councils of the West of England (including their strategic Hate Crime initiatives), Avon and Somerset Constabulary, the Medlock Trust, Youth Bank, Bath and North East Somerset's PCT, to Comic Relief especially, and to the individuals and organisations who have gift-aided or otherwise donated money to help fund the work of EACH.

All have funded EACH sub-regionally or nationally in the year 2008 to 2009.

We are hugely grateful to Comic Relief for their solid support over the last six years. As we go to print, we are in the process of submitting an application for new funding towards our website and Online Reporting Service for children and young people experiencing homophobic bullying. We have operated our highly successful and much-praised telephone Actionline for children and young people since 2003, across the West of England, and nationally since 2006.

As a delegate at one of EACH's training conferences has noted, these days children and young people naturally turn to the internet and web-based media as their preferred means of contact, so it is important and timely that EACH develops these routes for young people (and indeed adults on their behalf) to contact us to report incidents of homophobic bullying and harassment.


Following reports record the ongoing achievements of EACH between July 2008 and June 2009 (our seventh year of operation). Once again, I am delighted to report our continuing national and local work with various bodies and agencies and, of course, many new initiatives, in addition.

For example, 2008 saw the establishment of a brand new LGB&T Workers' Group for North Somerset Council. This initiative was a partnership enterprise between North Somerset Council and EACH. Once the group has been formally constituted it is hoped an employee of the Council will be keen to chair its meetings and take the group forward.

Following EACH's success in co-authoring the Department for Children, Schools and Families' "Safe to Learn: Homophobic Bullying", EACH was subsequently invited to contribute to the most recent guidances in the Department's suite: "Safe to Learn: Safe from Bullying" on bullying out of school and the final addition to the series due in the autumn term: "Safe to Learn: Sexist, Sexual and Transphobic Bullying" (working title).

 *We are hugely grateful to Comic Relief for their solid support over the last six years.*

Denys Robinson Chair of Trustees, EACH

 *These days children and young people naturally turn to the internet and web-based media as their preferred means of contact, so it is important and timely that EACH develops these routes for young people (and indeed adults on their behalf) to report incidents of homophobic bullying and harassment.*

Feedback from attendees at PSHEE & Healthy Schools Conference Elfordleigh Plymouth



Following EACH's success in co-authoring the Department for Children, Schools and Families' "Safe to Learn: Homophobic Bullying", EACH was subsequently invited to contribute to the most recent guidances in the Department's suite: "Safe to Learn: Safe from Bullying" on bullying out of school and the final addition to the series due in the autumn term: "Safe to Learn: Sexist, Sexual and Transphobic Bullying" (working title).

Last autumn saw the launch of the Rural Media Company's "Sticks and Stones" for which Jonathan Charlesworth was the consultant. EACH's support services were comprehensively featured.

EACH's staff and volunteers received Continuing Professional Development from ChildLine and GIRES on advanced and trans call handling respectively.


Since EACH's establishment in 2003, we have worked with trans clients both through Actionline support and through casework. It is timely therefore that EACH formally assimilates this gender identity issue into our

operation, so that we are officially recognised as a charity which works to prevent and respond to homophobic and transphobic harassment and bullying.

I should like to extend a special thanks to our volunteers, Dave Brown and Dylan Evans and especially to our Office Manager, Birgit Nicklitzsch who brings diligently her highly valued skills to EACH. The staff and trustees are very grateful for all their contributions and teamwork both behind and in front of the scenes.

I am sure you will enjoy reading the reports of our staff and other contributions to this year's Annual Report.

Denys Robinson
Chair of Trustees

 *Homophobic bullying is never – in any circumstances or at any level – benign. It is never 'fun'.*

Trevor Phillips Chair of the Equality and Human Rights Commission



Launch of Online Reporting

We were thrilled to welcome Trevor Phillips, Chair of the Equality and Human Rights Commission, as guest speaker at the national launch of our online reporting service in November. This was the first time EACH had held a big London event and, thanks to Stephen Williams MP, we were able to host the launch at the Houses of Parliament.

I had heard Trevor speak impressively a number of times – having worked for him at the Commission for Racial Equality – but it was quite something to have him work the crowd at an event I had organised with the EACH family. In a powerful and supportive speech, Trevor said that homophobic bullying had emerged as one of the strongest themes for the work of the EHRC and praised the work of Jon and the team here at EACH. Trevor echoed what the team encounter every day when talking to teachers, young people and parents about homophobic bullying: *"all students suffer from this. It creates a climate of fear. It reinforces a message that only some kinds of lifestyles are valid. It undermines everyone's dignity."* Importantly, he also cautioned against one of the easiest traps to fall into: that this bullying is harmless or just banter. To solemn nods from guests Trevor asserted, *"homophobic bullying is never – in any circumstances or at any level – benign. It is never 'fun'."*

EACH was joined by over 60 guests that evening including education professionals, businesses, MPs, partner charities and friends; many of whom were learning about EACH for the first time. This was a tremendous opportunity for us to promote a service that brings us right up to date with the way young people prefer to interact today and to do so resolutely to the people who set the political tone and develop the policy environment in which we are trying to tackle homophobic bullying.

Jon and the team did a superb job on the night, of course, for which I am very grateful. Denys and the other trustees also put in sterling work. And of course I make no apologies for the arm wringing to encourage Barclays to help sponsor the event, and Rothschild to make a donation. Their generosity meant there was minimal cost to EACH. To top it all off, we were serenaded throughout the evening by the Lesbian and Gay Symphony Orchestra.

As Trevor said in his speech to us, tackling prejudice needs people to be heroic. I remain proud to be working with people at EACH who are just that. I hope that our online reporting service goes some way to meaning that young people affected by homophobia don't have to be.

David Watson Trustee

Development Worker's Report

Since joining the team I am proud to have become involved in this unique and crucial organisation. I believe the most valuable aspect of our work cannot be measured: public reassurance. Talking to people in the community, even those who have never needed to use our service, it is uplifting to know that they feel safer: realising they have support not only from EACH directly but through our advocacy with their Council, the Police and other services.

An important aspect of my role is training delivery. Through EACH I have delivered this on a variety of topics and to a range of organisations including reporting centres, schools, colleges, universities and Connexions.

EACH provided me the opportunity to extend my Continuing Professional Development through study at the City of Bristol College, developing my training skills. This has been invaluable in building my confidence and enhanced the content of my sessions.

"I have been privileged to be mentored by an established trainer such as EACH's Executive Director, who I have learned a great deal from."

I have been promoting EACH's Homophobic Incident Reporting Services of online and telephone reporting across the counties, by networking with agencies covering a number of fields: the Criminal Justice System, Housing, Health, Social Services, Children's Services and the third sector.

Many contacts resulted in consultation and training as well as discussions as to how we can develop our partnership working: making our service accessible to all.

Having established contact with all Bristol Community Centres, discussion with managers is ongoing about development of an outreach service to provide a further option of reporting.

While some prefer the anonymous options of the internet or the telephone, many will favour the personal approach of a person in whom to confide.

Childline training which EACH provided our team, granted us all vital skills in empathetic communication to ensure that we are able to deal with reports in a productive and professional manner.

I have represented EACH regularly in 'Partnership Against Hate Crime' meetings across the counties, LGB&T network meetings and Homophobia Action groups. My role is to nurture good professional relationships and consult on how we can best provide support and restore confidence in those who have been the target of homophobic incidents or crime.

Our work is also to reduce bullying among and of children and young people. In addition to the promotion of our national Actionline, I have built on previous contacts with schools in North Somerset and South Gloucestershire by contacting all schools throughout Bristol and Bath and

North East Somerset, recently helping to secure funding from South Gloucestershire to extend our work with their schools. I have delivered many sessions on homophobia and work to be inclusive of LGB&T pupils, both to teaching staff and pupils through the PSHE curriculum. I have been met with enthusiasm from teachers who, finally with the DCSF guidance, "Safe to Learn: Homophobic Bullying" and the still fairly recent repeal of Section 28, are able to tackle an issue that has hindered the majority of LGB&T young people and all those affected by homophobic attitudes and a lack of awareness. Young people and teachers alike have confided in me about how their lives have been plagued by homophobia in their working environments. The relief they feel from having a local service who can provide them with support is evident.

In developing our work with young people, I am proud to have been involved with our partnership with Bath & North East Somerset Council and work with young people to establish the LGB&T youth group 'REACH', which saw its official launch in the Guildhall in Bath. EACH has been committed to securing funding for this project and was successful in a Youth Bank bid to allow the project to run until March next year. For the first time in many years, Bath & North East Somerset has a provision for LGB&T young people to find support in a safe, fun and professionally supervised environment. Members have created a DVD expressing their views about why such a project is needed which was aired at the launch to schools, council professionals and members of the community. Laura Poultney, Chair of Bath University's LGBT Group said:

"...nothing will ever measure up to concentrated face to face support services such as REACH. It's phenomenal to think we have such a valuable and needed resource in Bath...its introduction is something to celebrate and of which to be proud. The importance of having an autonomous and enthusiastic group to hold workshops and information sessions within schools and citizenship lessons is obvious."

Overall, I am honoured to be a part of EACH, which works so tirelessly for a cause which I feel so strongly about. I know that the West of England is lucky to have such an organisation, making it, for all, the safer and increasingly positive environment that it does.

Jenny Drew Development Worker



Bath & North East Somerset Council





Partnership work with Bath and North East Somerset Youth Service

Bath and North East Somerset Youth Service is pleased to develop its partnership with EACH, resulting in the creation of REACH, a youth project for those aged 14 – 21 who are lesbian, gay, bisexual or transgender (LGBT) living in and around the Bath area.

The need for this work was identified through young people who were already attending youth groups but felt that a discrete support service for young people, who are LGBT, was desperately needed. Since this group began in December 2008 it has been well supported and has a strong core group of young people who value the support of youth workers and volunteers.


Ensuring all young people have an opportunity to participate and find their support needs met is an important aspect of the project and helps us to ensure the Government's Every Child Matters outcomes are met.

This partnership brings together the expertise of the youth service and EACH to ensure a professional service is delivered to young people. This form of collaborative working means the support mechanisms for the workers are strong which in turn ensures good quality work.

The project received its initial start-up funding from the Medlock Trust and the Council's Equality Section, as well as the youth service. Now, with the latest Youth Bank funding, it will be able to develop.

REACH, EACH and the Bath and North East Somerset's Youth Service wish to thank all their supporters without whom the group wouldn't have been established.

Tracey Pike and Paula Bromley
Bath and North East Somerset Youth Service

 *This partnership brings together the expertise of the youth service and EACH to ensure a professional service is delivered to young people.*

Paula Bromley Bath and North East Somerset Youth Service



Are you being bullied or harassed?


If you are the target of homophobia, or know someone who is, don't suffer in silence, click or call in confidence for specialist support

www.eachaction.org.uk
actionline: 0808 1000 143
 freephone Monday - Friday 10:00 - 16:00

Educational Action Challenging Homophobia 

© EACH 2009 Registered Charity no.1095665

To order copies of our support service materials please visit: www.eachaction.org.uk alternatively, call EACH on 0117 946 7607 or e-mail: info@eachaction.org.uk

 *Our Disablist Incidents and Crime Education (DICE) project is developing casework support for disabled people who have experienced hate crime. To help with this Sarah Howard, DICE project worker and I visited EACH in May 2009 to talk to Gemma about the development and delivery of your casework service. We really appreciated this opportunity to meet and to learn firsthand about your work. We gained very helpful insights and practical information which have been of great benefit to our own service. Thank you.*

Joan Cox Service Co-ordinator WECIL - West of England Centre for Inclusive Living



Caseworker's Report

Throughout the year I have become yet more confident in my role as Caseworker for Bristol and have expanded the area I cover to include working with targets of homophobic and transphobic incidents in South Gloucestershire. By increasing the vicinity covered, I have needed to develop my knowledge of different housing procedures and council structures which helps inform all my work.

EACH has introduced outreach sessions on the Bristol scene in partnership with Bristol's Hate Crime unit. These are to raise awareness of the reporting of homophobic crime by engaging with people who have not reported incidents in the past. We hope to demonstrate that there are benefits to reporting homophobic incidents and that all reports will be treated in a sensitive, professional way. These drop ins complement those regularly co-facilitated by our Executive Director in Weston-super-Mare.

Case Study 1

Sue faced homophobic comments by her neighbour on a regular basis but felt the council was not doing enough to support her. In her words, this made her feel a victim all over again. She had completed a rehousing request and felt the council were happy to wait for her to move in order to avoid having to resolve community problems.

Sue came to EACH feeling dejected and did not know what more she could do. I gave Sue support by logging her concerns and contacting the council. As feelings between them had become heated, I convened a meeting in which all issues could be addressed. I attended as a neutral party and the issues were discussed. Both Sue and her housing officer came away from the meeting happier as Sue had a better understanding of what the housing officer was doing in the area and the housing officer reassured Sue that every report was being taken seriously. She was assured that once enough evidence had been gathered, further action would be taken against the perpetrators.

Case Study 2

Keith faced homophobic abuse from youths outside his home and felt threatened when fireworks were posted through his letter box. I discussed the situation with Keith and he felt the only way he would be able to feel safe would be if he were to move. A multi-agency meeting was called with the social landlord and other support services in order to discuss how we could get Keith moved to a safer location. Through working together, Keith was given a priority move and is now living in his new apartment.

I continue to work with partner agencies and attend case review panel meetings in which best practice is discussed and a variety of agencies can feedback on how cases are dealt with. Partnership Against Hate Crime (PAHC) meetings are also attended in order to discuss and respond to how the Hate Crime Strategy is working and we work together to reach set targets.

I visit other organisations such as social landlords in order to raise awareness of homophobic incidents and advise on policy which will benefit the LGBT community.

The Safer Bristol partnership enabled EACH to create a new database which has reduced administrative duplication, the data captured is even more accurate. EACH prides itself on its professionalism concerning all issues of confidentiality: this database ensures the link between EACH and the Council is even more confidential since the transmission of data is secured through direct, digital transmission.

I am looking forward to continuing and hopefully extending my role with not only the support of the Safer Bristol Partnership and South Gloucestershire Police but in addition, other authorities.

Gemma Lindsey Caseworker



●● *EACH has built commendably upon the success of its homophobic and transphobic reporting service through the introduction in January 2008 of a casework service providing one-to-one support for victims of such hate crimes.*

Rob Beckley Deputy Chief Constable Avon and Somerset Constabulary

●● *The Safer Bristol partnership enabled EACH to create a new database which has reduced administrative duplication, the data captured is even more accurate.*

Gemma Lindsey Caseworker EACH



Working with Schools, Colleges and Universities

EACH's work with the education system remains a fundamental part of all we do. Literally thousands of teachers in schools, tutors in colleges and lecturers in universities have participated in the work we've delivered in or for their institutions. Aside from schools and colleges receiving training through attendance at county or regional conferences, individual training has been delivered to schools, colleges and universities.

We are progressively receiving requests from independent schools to deliver training and awareness-raising to staff and pupils and very much foresee building this into our future strategy.

EACH is grateful to the Safer Bristol Partnership for its ongoing funding of our work with Bristol's schools. We look forward to devising an increasingly joined-up programme of delivery with education professionals in Children and Young People's Services, from the outset of the new academic year.


With funding secured from South Gloucestershire Council and anticipated from Bath and North East Somerset's Children and Young People's Services similarly, we can look forward to an exciting roll-out of dedicated training

sessions for schools in these authorities to complement our highly-praised work in Bristol.

Jonathan Charlesworth has raised the profile of EACH's support services through consultations and conference presentations arising from "Safe to Learn: Homophobic Bullying" across England and Wales in, for example, Birmingham, Bournemouth, Carmarthen, Grimsby, Havering, Plymouth, the Wirral and Worcestershire.

The National Union of Teachers invited EACH to support a teacher whose contract was terminated by the local authority and who was, as part of this dismissal, the victim of homophobic discrimination and harassment. The Council in question lost its case and together we successfully reinstated our client to his teaching post.

The Department for Children, Schools and Families' release of its suite of guidance "Safe to Learn" and our own REACH project will undoubtedly lead to increased interest in our training services for young people in all settings – providing EACH with the opportunity to help eliminate the homophobic bullying of still more young people and adults.

 *I and many of my colleagues thought you were excellent... you had a huge influence which can only have a positive impact on our students. Thank-you!*

Leanna Arkell Assistant Headteacher Churchdown Primary School Gloucestershire

Conferences and Training

EACH has continued to participate fully in a wide range of conferences and responded to training invitations throughout the year.

Our Development Worker and Executive Director participated in national and south west focused Anti-Bullying Alliance meetings and both attended the national Equalities South West organised LGBT Health Summit staged in Bristol, at which our Executive Director gave a presentation on the prevalence and seriousness of homophobic crime.

In February our Executive Director delivered a presentation to a range of police staff, complementary services and the public on the under-reporting of homophobic crime which led to the invitation to plan an e-learning intranet package for all Avon and Somerset officers which is currently in production.

Training continued to play a major role in EACH's activities throughout our seventh year of operation. Our Caseworker, Development Worker and Executive Director have delivered one-off but more often series of training sessions to a range of organisations and agencies. Highlights include:

- Richmond Borough Council: "Legislation, the Law and Homophobia"
- South Coast Libraries Services: LGB&T Issues in the Library Service
- North Somerset's Children and Young People's Services: Governors' Continuing Professional Development day
- South Gloucestershire Council: Hate Crime awareness
- Bath and North East Somerset Council: equalities training
- North Somerset Council: "Creating a Safer and Equal Workplace"
- University of the West of England: lecturers' seminar on homophobia and crime
- Bristol's Council for Voluntary Services (Voscur): Hate Crime training
- Bristol City Council's Neighbourhood and Housing Services: Hate Crime
- North Somerset Council: Reporting Centres Training

With a succession of training invitations in the pipeline for the year 2009 to 2010, the next twelve months look set to be a fruitful and productive year for EACH in this dynamic area of our work.



Partnership Work with Local Authorities and the Criminal Justice System

Authorities across England and Wales continue their regular request of resources to promote our Actionline and Online Reporting service in their adult or young people's setting. Over 60 authorities made this request in the year from July 2008 to June 2009.

The four authorities of the West of England maintain their strong links with EACH in two ways - through:

- Case Review Panels, Partnership and Strategic Partnership Against Hate Crime (SPAHC and PAHC) and Responding to Hate Incidents in North Somerset (RHINS) meetings are attended on a regular basis by EACH staff, giving Council colleagues and Avon and Somerset Constabulary the opportunity to learn about our work with clients. They also provide a platform to describe the complementary work we are undertaking concerning sexual orientation and homophobia issues across our counties and further afield.
- Training connected with sexual orientation issues and prejudice based incidents is requested regularly by officers in North Somerset, Bath and North East Somerset, Bristol City and South Gloucestershire Councils.

North Somerset Council's Equalities and Diversity Manager, Louise Roberts recognised the Authority's need for a Workers' Group to support its lesbian, gay, bisexual and transgender employees. EACH and Louise convened a number of daytime and evening drop-in sessions for North Somerset Council employees and subsequently a hub of workers has been established, enthusiastic to develop this group.

Links have been extended with the Department for Children, Schools and Families through contribution to two more of their anti-bullying guidances: "Safe to Learn:

Safe from Bullying" and "Safe to Learn: Sexist, Sexual and Transphobic Bullying" (its working title) which will be released in the autumn term of 2009.

Other organisations with whom we have furthered our partnership working include ChildLine, who delivered Advanced Call Handling to EACH's workers as part of our ongoing Continuing Professional Development, and GIRES, who helped EACH's workers respond appropriately to calls from or about trans individuals.

EACH's work with the Criminal Justice System continues to represent a major and thriving aspect of our work. New initiatives seen this year include the introduction of further outreach through drop-ins at various pub and club locations in the Old Market and Frogmore Street areas of Bristol, attended by officers from both Bristol and South Gloucestershire Police.

Meeting regularly, and facilitated by EACH's Caseworker and a Hate Crime police officer from their Bristol Team, this enterprise creates the opportunity to further promote awareness of EACH's support services within the lesbian, gay, bisexual and transgender population. It complements the well-established drop-in in Weston super Mare we've been facilitating in North Somerset since 2006. Now sponsored by North Somerset Police, this drop-in has been convened regularly in The Alexandra public House in the town, in liaison with PC Amanda Frost.

Looking ahead, other welcome developments in partnership with North Somerset Police include working with the retailers of the night-time economy to help increase awareness of the need to note and report homophobic incidents. We intend to start this initiative in Weston super Mare and roll it out to Nailsea, Clevedon and Portishead.



This charity has demonstrated its innovation and vision: identifying the gap in provision of services and pro-actively fulfilling that need with exactly the right initiative to address it: "surgeries" to report hate crimes, work with night-time economy retailers to name but two.

My District Commanders and I recognise the intrinsic value of these services: the police struggle to ensure all victims of hate crimes and domestic abuse feel confident to report these crimes. In this climate services such as the ones EACH deliver are more important than ever. EACH play an essential role in complementing the work of the police and it is imperative they keep on delivering to victims of hate crime.

Rob Beckley Deputy Chief Constable Avon and Somerset Constabulary



Our Casework service thrives, with the welcome addition of South Gloucestershire to Bristol as our current coverage area – thanks to the investment in EACH by South Gloucestershire Police's Commander Andy Francis.

Commander Francis additionally commissioned EACH to deliver five extremely successful awareness-raising sessions for his district's police officers on the under-reporting of homophobic crime, the explanations for this and the strategies to encourage more people to report.

We were happy to receive IPLDP (Initial Police Learning Development Programme) PC Andrew Munday for week 20 of his 24 week course and attend the end-of-course presentation by IPLDP officers at Avon and Somerset Constabulary Headquarters at the invitation of its Course Leader.


Homophobic crime training to IPLDP officers has seen a welcome introduction this year.

Our Executive Director attended Hate Crime Scrutiny Panel meetings established by Avon and Somerset's Crown Prosecution Service and represented our local CPS in London at its national conference. He was also interviewed by the NPIA (National Policing Improvement Agency) at Force headquarters as part of the Constabulary's responsibility to meet Home Office assessment protocols.


2008 – 2009 has seen yet another productive and worthwhile year working in partnership with Avon and Somerset Constabulary, its Crown Prosecution Service and the various other forces to whom Jonathan Charlesworth has delivered training or consultancy. Officers from 29 of the 43 UK police forces have to date been in receipt of training by Jonathan including the introduction this year of Dyfed-Powys.

Altogether we look forward to a series of exciting developments as we move towards and into 2010.



 *EACH plays a vital role in supporting targets of homophobic incidents and signposting to other wrap-around services as appropriate.*


Kay Wozniak District Commander North Somerset Police

 *We have worked with EACH since their establishment and always find their support and expertise on issues that can affect LGB&T people to be invaluable.*

Louise Roberts Equality and Diversity Manager North Somerset Council


 *I found your presentation informative and motivating.*

Andy Williams Detective Superintendent Head of Public Protection Unit/Director of Intelligence
Avon and Somerset Constabulary

 *The exercise around sexual identity fuelled debate; developed knowledge base; brought issues that can be so easily overlooked to the fore.*

Clint Youth Offending Team

"Understanding Sexual Orientation Legislation and Challenging Homophobic Harassment" Training

 *Colleagues commented that your delivery and content addressed many of the myths and assumptions in the critical area of Male Rape and Homophobia. My own knowledge is definitely better after your presentation and I would have no hesitation in recommending you to other forces.*

Owain Richards Detective Inspector Dyfed-Powys Police



Statement of Financial Activities and the Treasurer's Report

(including Income and Expenditure Account) for the period ended 31st March 2009

	Unrestricted Funds	Restricted Funds	Total Funds 2009	Total Funds 2008
	£	£	£	£
Incoming Resources				
Grant Funding	-	105,688	105,688	115,887
Donations	2,513	1,750	4,263	11,509
Training Sessions	13,691	-	13,691	14,096
Bank Interest	2,367	-	2,367	4,185
Total Incoming Resources	18,571	107,438	126,009	145,677
Resources Expended				
Salary and commissions	14,423	74,586	89,009	76,069
Conference, training fees	1,015	5,454	6,469	8,318
Telephone Helpline costs	-	7,597	7,597	4,134
Office and admin costs	12,018	24,641	36,659	26,857
Depreciation	1,492	225	1,717	1,225
Total Resources Expended	28,948	112,503	141,451	116,603
Net income / outgoing resources before transfers	(10,377)	(5,065)	(15,442)	29,074
Gross transfers between funds	(8,208)	8,208	-	-
Net movement in the funds for the year	(18,585)	3,143	(15,442)	29,074
Total funds brought forward	98,557	19,095	117,652	88,578
Total funds carried forward	79,972	22,238	102,210	117,652

The charity has no recognised gains or losses other than the results for the year as set out above.
All of the activities of the charity are classed as continuing.

Treasurer's Report

The financial year 2008-2009 saw little fluctuation in the receipt of restricted funds from our core funding sources. This enabled us to undertake our planned increase in service provision with the appointment of a Development Worker. As a consequence, the total resources expended increased compared to the previous year. A decrease in the amount of unrestricted funds in terms of donations and Bank interest, attributable to the onset of recession meant there was a shortfall to be subsidised from reserves. This was anticipated and is in line with our Reserves Policy.

Whilst EACH remains in a strong financial position, the full effect of recession has yet to be felt. At a time when the Trustees are developing the next 5-year business plan it is recognised that it is becoming harder to source funding. The Trustees acknowledge the need to make greater efforts to seek out new opportunities and sources of funding.

Service Level Agreements that we enter into with partners now tend to include specific amounts of funding for the provision of training. This enables us to offer more comprehensive and attractive levels of service. Whilst this income is now incorporated into restricted funds we are encouraged to report that our income from the provision of training in general has remained constant and is one of the areas identified for growth potential.

Nigel Cooke
Treasurer



Charity Balance as at 31 March 2009

	Note	2009		2008	
		£	£	£	£
Fixed Assets					
Tangible Fixed Assets	4		6,866		4,901
Current Assets					
Debtors	5	10,011		7,398	
Cash at Bank and in hand		91,410		108,082	
		<u>101,421</u>		<u>115,480</u>	
Creditors					
Amounts falling due within one year	6		<u>6,077</u>		<u>2,729</u>
Net Current Assets			<u>95,344</u>		<u>112,751</u>
Total Assets less Current Liabilities			<u>102,210</u>		<u>117,652</u>
Net Assets and General Funds					
Unrestricted			79,972		98,557
Restricted	8		<u>22,238</u>		<u>19,095</u>
			<u>102,210</u>		<u>117,652</u>

For the year ended 31 March 2009 the charitable company was entitled to exemption under Section 249a (1) of the Companies Act 1985.

No members have required the company to obtain an audit of its financial statements for the year in question in accordance with Section 249b(2)

The Trustees acknowledge their responsibility for:

1. Ensuring the company keeps accounting records which comply with Section 221; and
2. Preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of its financial year, and of its surplus or deficit for the financial year in accordance with Section 226, and which otherwise comply with the requirements of the Companies Act relating to financial statements, so far as is applicable to the company.

These financial statements have been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 1985 and with the Financial Reporting Standard for Smaller Entities (effective January 2007).

Approved by the Trustees on 28 August 2009 and signed on its behalf by Denys Robinson (Chair).

Statement of the Board of Trustees.

The Statement of Financial Activities is a summary of information extracted from the annual accounts. For further information the full accounts and the annual report of the Board of Trustees should be consulted. Copies of these can be obtained from the principal address. The annual accounts were approved by the Board of Trustees on 28 August 2009 and have been filed with the Registrar of Companies.

Richard Budd
Secretary





Charity Details

Organisation

EACH is a charitable company limited by guarantee and was established on 16 May 2002. It is governed by a memorandum and articles of association that were last amended on 13 December 2002.

A Board of Trustees of up to twelve members, who meet quarterly, administers the charity.

There is a sub-committee that covers project development and finance.

Constitution

EACH is a company limited by guarantee and a registered charity governed by its memorandum and articles of association.

Investment powers

Under the memorandum and articles of association, the charity has the power to make any investments which the Trustees see fit.

Charity number: 1095665

Company number: 4440134

Directors and Trustees

The Directors of the charitable company ("the charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees. As set out in the Articles of Association the Chair of the trustees is nominated by the trustees. One third of the trustees must retire at each AGM.

Chair	Denys Robinson
Secretary	Richard Budd
Treasurer	Nigel Cooke

Registered Office

4 Parkside, Vanbrugh Fields, London, SE3 7QQ

Reporting Accountants

Bishop Fleming, Chartered Accountants,
16 Queen Square, Bristol. BS1 4NT

Bankers

Unity Trust Bank, Nine Brindleyplace,
4 Oozells Square, Birmingham. B1 2HB

Contact details:

EACH - Educational Action Challenging Homophobia
Office 27, 42 Triangle West, Clifton. Bristol. BS8 1ES
Telephone: 0117 946 7607

Actionline: 0808 1000 143

E-mail: info@eachaction.org.uk

www.eachaction.org.uk

homophobia

- are you a target?
or know someone who is?
- help to challenge it
by reporting incidents to us
- online or by phone
- receive specialist support
- click or call in confidence


www.eachaction.org.uk
actionline: 0808 1000 143

freephone service Monday-Friday 10:00-16:00



Educational Action Challenging Homophobia

© EACH 2009 Registered Charity no.1095665

 *Your Actionline is excellent – very much needed. A service I would feel confident for any parent or young person to ring. I would recommend you. I'm very glad you're there ... I can thoroughly recommend your service You've been fantastic!*

Parent of 13 year old boy

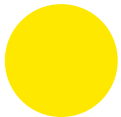
To order copies of our support service materials please visit: www.eachaction.org.uk
alternatively, call EACH on 0117 946 7607 or e-mail: info@eachaction.org.uk



Actionline and Website



Reach Youth Projects



Peer Mentoring



Homophobic Incident Reporting



Casework



Training and Consultancy