



# impact report

1 April 2024 - 31 March 2025

# **Influencing social change to create a safer and fairer society**



**Values and  
research driven**

**Collaborative  
approaches**

**Resources for all**

**A voice for the  
marginalised**

**Diverse team, with  
lived experience**

**Driving culture change in society,  
institutions, organisations and  
communities**

**Training and Consultancy  
Research and Development  
Specialist Services**



## Chair's Report

As I look back over the past year, I do so with a deep sense of pride and gratitude. The story of The Diversity Trust in 2024-25 is one of connection, resilience, and hope. Together, we have continued to create ripples of positive change — in workplaces, communities, and young people's lives — and I'm humbled by what we've achieved.

This year, our work reached more than 5,800 people through 279 events, once again extending our impact across the UK and beyond. Behind each of those numbers are real people whose confidence, understanding, and sense of belonging have grown because of what we do. Whether through our youth programmes — which have expanded fourfold — our ground-breaking research on bisexual awareness and hate crime, or our partnerships with organisations across health, education, and public services, the difference we're making is clear, impactful and lasting.

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What moves me most is the passion and commitment of our staff, volunteers, consultants and partners. They bring our mission to life every single day, often in challenging times, and always with empathy and courage. I am constantly inspired by their dedication and by the trust that so many communities place in us.

My heartfelt thanks go to everyone who has supported us — our funders, collaborators, and friends — and to Berkeley Wilde, whose vision and leadership continue to be the driving force behind our progress.

This has been a year that reminds me why The Diversity Trust exists: to bring people together, to listen deeply, and to build a society that is not just fairer and safer, but kinder too. I couldn't be prouder of how far we've come — and I'm excited for what we'll achieve next, together.

**Mark Greenburgh**  
**Chair of The Diversity Trust (he/his/him)**



## Chief Executive's Report – a year of connection

2024-25 has been a year of connection. The Diversity Trust has strengthened its foundations while expanding our reach and deepening our impact across communities, workplaces, and public services. Our training and consultancy continued to thrive, representing over 90% of income, reflecting growing recognition of our expertise.

We've invested in systems, people, and partnerships to ensure sustainable growth and measurable impact. Our work has helped organisations across the UK and beyond embed equity, inclusion and belonging at every level.



### Community and Youth Impact:

The Youth Team expanded delivery fourfold (24 → 102 sessions) and hosted South Gloucestershire's first ever Youth Pride event.

The Voice & Influence Project established three active LGBTQ+ networks across the South West, shaping local equality strategies.

Our volunteers and partners have been instrumental in amplifying lived experience and ensuring authentic representation.

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### **Evidence & Influence:**

- Research this year focused on Bisexual Awareness and LGBTQ+ Hate Crime, producing actionable recommendations influencing local policy.
- These insights underpin our training and advocacy, helping build understanding and drive system-wide change.

### **Priorities for 2025-26:**

- **Sustainability** – Strengthen financial and operational resilience.
- **Representation** – Centre the voices of those most marginalised.
- **Partnership** – Deepen collaboration with councils, health networks, and community partners.

### **Closing Reflection:**

This has been a year of connection — between people, sectors and ideas. Our progress reflects the dedication of our staff, volunteers, directors and partners. Together, we are making inclusion a lived reality.

**Berkeley Wilde**  
**Chief Executive (he/him/his)**



**“I first met Berkeley Wilde at Freedom Youth in the early ‘90s. He is an inspirational man, and I genuinely believe Freedom Youth saved my life. It’s wonderful to see Berkeley continuing great work, and Alphabets sounds equally inspiring.**

**From everyone at Queenshilling, both customers and staff, we deeply appreciate what you do. Please keep up the fantastic work, and stay strong. You are truly inspirational.”**

**Paul Stoodley, Queenshilling**

 **QUEENSHILLING**

# Training & Consultancy



This year saw fruitful collaboration with a number of client organisations and partners despite a challenging backdrop, with increased uncertainty in the diversity and inclusion sector.

## LGBTQ+

**In the LGBTQ+ space we delivered 33 training sessions in total, 27 of which were Trans and Non-Binary Awareness, and the remaining being Diversity in Practice: LGBTQ+ Inclusion.**

We established a relationship with a Trade Union, providing Trans and Non-Binary Awareness training to their National Executive Committee. This relationship is ongoing and we are exploring ways to roll out the training more broadly to reps and members.

We also worked with a Primary Care Network to deliver training to over 70 clinical and support staff across the region, supporting them in understanding the needs and experiences of trans and non-binary people in primary care settings. This work led to us collaborating with them on work around cancer screening and increasing uptake and awareness amongst trans and non-binary communities in the South West, as well as them joining us at Bristol Trans Pride to undertake outreach and consultation directly with trans and non-binary people.

In a climate of ever-growing fearmongering around trans people and single-sex spaces, we delivered a series of workshops for a national organisation supporting women in the criminal justice system. We were joined by Lived Experience Consultants Dalton Harrison and Louise Gray to deliver workshops across four locations around the country, to help the staff deliver trans-inclusive services to trans and non-binary people.

**33 LGBTQ+ training sessions delivered, 27 of which were Trans & Non-Binary Awareness**

# Training & Consultancy

A Royal College approached us to deliver a series of EDEI workshops as well as a Trans and Non-Binary Awareness workshop. The series was well attended, with 75 members of college staff attending the Trans and Non-Binary Awareness workshop, and 50 attending the two EDEI workshops falling in the 2024/25 year (and a further 200 at the remainder of the series which fell in the 2025/26 year to date).

As well as training deliveries, we also partnered with Rosewood London as their Pride partner for 2024. The partnership saw Rosewood London fundraise for the Trust, as well as Joni guesting on the panel at Rosewood's 'Together with Pride' event in June alongside other speakers from partners L'Oreal and Harrods, and hosted by the Editor-in-Chief of Attitude Magazine. In addition, The Trust delivered two Trans and Non-Binary Awareness sessions for their staff.

**With special thanks to Joni Clark, Sam Russell, Gaia Reed, and Tim Birkbeck for all their work to ensure our LGBTQ+ training went so well.**

## Anti-racism

**Our anti-racism training and consultancy work has never been more crucial in a context marked by increasing social and political tensions around immigration, a rise in racist incidents, and the growing influence of far-right rhetoric across Europe, the US and the UK.** Through our work, we support organisations and communities to understand how racism operates at individual, cultural, and institutional levels, and to take meaningful, sustained action towards

equity and inclusion. Our work equips participants with the knowledge, tools and confidence to challenge

bias, build allyship, and create





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systems that are fair and inclusive for all. By fostering awareness and accountability, we help shape workplaces and public services that not only reflect the diversity of the societies they serve but actively work to dismantle the barriers that sustain inequality.

This year, we have collaborated with a wide range of organisations spanning higher education institutions, charities, the NHS, and global companies, reflecting the broad relevance and need for anti-racism work across sectors. Our tailored training and consultancy have supported teams to embed inclusive practices, strengthen leadership accountability, and align their strategies with equity and social justice principles. In addition, Julie Cheung represented the Diversity Trust as the charity sector representative on a Westminster Forum panel discussing how to embed inclusivity in workplaces, contributing insights on race equity and intersectionality in the context of this year's proposed Race and Disability Bill — reinforcing our commitment to driving systemic change through informed dialogue and collaboration.

- We delivered 87 anti-racism training sessions, including 'It's About Race 1' on understanding the social frameworks of racism and microaggressions, 'It's About Race 2' on allyship, active bystandership and action planning, and bespoke anti-racism sessions carefully tailored for our clients' specific needs.

**With special thanks to Khesha Patel, Julie Cheung, Niamh Munglani, Almenia Comrie, Gina Bruni and Sartaj Khan for their brilliant work over the year in making sure all our anti-racism and diversity training went so well.**



# Training & Consultancy

## Disability

**Samantha Renke, our Disability Lead Trainer**, participated in an in-person event for Eurostar called the “Connect Conference,” held on Wednesday, 10 April, at Kings Place, London. The event, attended by nearly 300 People Managers, featured a 45-minute panel session on accessibility. Samantha represented The Diversity Trust, offering an external perspective on the importance of accessibility in modern business. The session also included insights into Eurostar’s accessibility initiatives and plans for the upcoming Paralympic Games, fostering a collaborative dialogue between the panellists and attendees.

**“This year we’ve supported even more businesses to recognise that neuro-inclusion isn’t just about adjustments — it’s about culture and curiosity. We’ve seen real shifts in understanding, and it’s been a privilege to support organisations as they turn good intentions into lasting change.”**

**– Loren Snow,  
Neurodiversity Lead Trainer**

## Social media

LinkedIn	Facebook	Instagram
+556 followers	+76 followers	-161 followers
+21%	+4%	-6%
(from 2,711 to 3,267)	(from 1,985 to 2,061)	(from 2,754 to 2,593)

**We're reinforcing our  
commitment to driving  
systemic change through  
informed dialogue and  
collaboration**



## Training event totals

Events	Events	Participants
Equality, Diversity, Equity and Inclusion (EDEI)	48	1784
It's About Race (IAR)	87	1251
Unconscious Bias (UB)	22	513
Managing & Mitigating Bias (MAMB)	2	5
Speak Up and Speak Out (SUSO)	3	68
Diversity in Practice (DiP)	7	59
Trans Awareness (TA)	25	647
Mental Health	5	62
Hate Crime Awareness	4	55
Disability Awareness	10	262
Achieving Cultural Competence (ACC)	5	71
Autism & Neurodiversity	14	273
Menopause	1	112
Events	14	440
Other	32	380
Totals	279	5870



# Training & Consultancy

## Training event distribution



# Youth Team

The Youth Team has had a year of incredible growth, both in its people and activities, with a new member of staff joining the team, the total youth work group deliveries from 2023/4 to 2024/5 more than quadrupling (from 24 sessions to 102 sessions!), as well as hosting the first ever South Gloucestershire Youth Pride.

Our team has strengthened significantly this year, bolstering both the Youth Team's capacity and overall skills. We welcomed Sophie as a new part-time Youth Worker, and they are already working on a Level 3 Youth Work course, enhancing the team's overall professional expertise. We have also solidified the roles of two sessional workers, El and Gaia, ensuring that we can continue to reliably deliver our expanding work over the coming years, whilst supplementing it with a range of Lived Experience. In addition, our new Volunteers are now fully embedded and they are providing support to our Alphabets Youth and Alphabets Adults groups, making sure the sessions can run smoothly and be as impactful as possible.

Our partnership work has flourished this year, enabling us to reach and support a vast amount more young people. We have continued our partnership working with Creative Youth Network, hosting Proud to Be Hanham, and launched three new groups in partnership with

different members of the South Gloucestershire Youth Work Partnership – Chameleons (with FACE), Unique Thornbury (with Krunch South West) and our first weekly group, Roundabouts (with Learning Partnership West). These partnerships have significantly expanded the specialist LGBTQ+ Youth Work support available to young people across South Gloucestershire and further cemented the long-standing connections that we have with local Youth Work organisations.



**“I met Jay at the beginning of 2024 and since then there has been a massive change in my life for the better”**





# Youth Team

A Young Person from Unique Thornbury (one of our new groups) said: "I met Jay at the beginning of 2024 and since then there has been a massive change in my life for the better. One of the biggest things Jay has aided me in is my gender identity and sexuality and helping me feel proud of who I am, and helping me in the discovery of myself. A main example that I think of when it comes to the help Jay has given me was at Youth Pride recently where they helped and listened to me when I came to them telling them I may be transgender. They made me feel safe and comforted me as this was a scary thing to discover. Without Jay there I would have been too nervous and overwhelmed by the emotions I was feeling, and wouldn't be the person I am today. There are so many other ways Jay has helped me and them being in my life has impacted me in so many positive ways such as confidence in my identity and being able to express myself freely."

In addition to expanding our reach through new partnership groups, we have also broadened our engagement by delivering targeted projects, such as school visits and detached youth work. Over nine weeks in Summer, in collaboration with Learning Partnership West, we took the Urbie Youth Bus across rural South Gloucestershire. By bringing detached youthwork to rural communities -



**YOUTH PRIDE 2024**

**Saturday 6th July  
11am - 5pm**

**The Armadillo  
Youth Cafe  
Station Road, Yate,  
BS37 4WF**

- Craft activities
- Games
- Food
- LGBT Little Free Library
- Performance & workshops
- Dance Class
- Ballroom Workshop
- Information and support

A **FREE** event, designed by and for LGBTQ+ young people

Ages 11-19 years  
Allies welcome!

Scan the QR code to sign up!

**alphabets**  
LGBTQ+ YOUTH

**THE DIVERSITY TRUST**  
INFLUENCING SOCIAL CHANGE

**South Gloucestershire**  
Council

including Wickwar, Frampton Cottrell, and Pucklechurch - and celebrating Pride with them, we strengthened our presence in under-served areas and connected with young people directly within their own communities.

Our flagship Alphabets groups have continued to thrive, with Alphabets Youth approaching its 10-year anniversary and Alphabets Adults marking three years. Maintaining our informal yet informative delivery style, we supported participants in exploring topics such as self-care, identity, hate crime awareness, and LGBTQ+ history, all whilst engaging attendees with craft activities. We also continued to strengthen young people's connections with local services; notably, Brook Sexual Health joined one of our sessions to consult with the group on the development and social media strategy for the rebranded BNSSG integrated sexual health service, Yuno.

**alphabets**  
LGBTQ+



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# Youth Team



Mentoring and one-to-one support have continued in response to increasing need. The global climate surrounding LGBTQ+ rights, especially those of trans and non-binary people, has increased feelings of fear among the young people we support. Many are now experiencing additional challenges at home due to societal discourse, such as discrimination from family members, and so our work in these areas remains vital to providing consistent safety and support for the young people we work with. This will only become more important over the coming years.

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**“Seeing the growth of the team and development of our youth work service to a point where we are reaching more young people and supporting them more consistently, and the huge impact that this has had, has been amazing. From the young person who is coming out for the first time after attending their first LGBTQ+ Youth Group, to a young person turning 18 and moving forwards, they have all made so much progress in their journeys, and I am proud to have been working with them as a part of that.”**

**- Jay, our Youth Team Lead & Designated Safeguarding Lead**

# Youth Team



Whilst this year has started to see us running our group event trips such as visits to the Cinema and AirHop, this year has also seen us moving into running our own events, such as Queer Prom and Youth Pride. These events are always informed, developed and run in collaboration with the people that the event is for, and so they allow us to offer Young People in our service unique and new opportunities for self-development. Queer Prom, for example, was a direct request from our Alphabets Adults, as some of the members never got to experience a prom as their authentic self. A key group of service users, named the “Prom Steering Committee” was set up and these adults were equally responsible for the planning of the event as the staff from The Diversity Trust. We also published a blog talking more about the event and involvement of the Adults in Queer Prom’s development, as well as its impact.

**“I’m not sure I have enough words to describe how amazing Queer Prom was. Alphabets Adults has been my lifeline, my support and my family for quite a while now. I really do not know how I would have got through this year without them. It’s been a really difficult year and I was feeling very down and lost a lot of confidence. Queer Prom really helped me to feel beautiful again. I felt safe and accepted and had sooooo much fun. It felt like the perfect way to celebrate all that we’ve done this year and the love and support we share. It was everything I could have ever wished for.”**

**- Alphabets Adults Member**



**“My child is Non-Binary and Autistic, and after years of bullying in school has lost all self confidence and self-esteem, they usually use me as a comfort blanket, not letting me leave them anywhere and too nervous to engage with other young people, and often just parallel playing as opposed to joining in with them. At the youth event they not only got stuck in with activities and engaged with other young people, but they left me and went off on their own and didn’t want to leave. Jay built an amazing relationship with them, creating a safe space for them to be their own wonderful self. Jay built them up to help them start seeing how wonderful they are!” - Parent**

Youth Pride marked a huge milestone for The Diversity Trust and the wider South Gloucestershire community as a first of its kind event. Over the course of the day, around forty young people engaged in a wide range of activities - from mask, badge and bracelet making to festival style hair and make-up - all designed to foster self-expression and creativity. Other highlights included drag performances by local artists, a confidence-building workshop, and a voguing session. Feedback highlighted how enjoyable, empowering and confidence building all these additional sessions were. A range of young people across the area were consulted to inform the planning of the event, along with the valued work of many partners (LPW, The Armadillo, South Gloucestershire Council, Off The Record, and Creative Youth Network), so we could make sure that the historic event was truly an inclusive event made by young people, for young people.

**Special thanks to Jay, Sophie, El, Gaia, and the fantastic group of volunteers, in the Youth Team for all their hard work and dedication to supporting young people.**



# Community Team



**By attending Voluntary, Community and Social Enterprises (VCSE) network meetings across the regions, we were able to introduce ourselves and what our aims were, to create strong contacts which we are still building upon to this day.**

In our first full year of the Voice & Influence Project, supported by the National Lottery Community Fund, we managed to achieve above and beyond what we had set out to do.

One of our first major tasks for the year was to set about establishing LGBTQ+ Equalities Networks in the five regions the project covered. With an already well-established network in South Gloucestershire, we used this model to emulate in both Bath & North East Somerset and Somerset. In the space of 12-months, we now have three operational equalities networks, which meet every two to three months, and help us to create our focus for the rest of the Voice & Influence Project.

A lot of what we did for this reporting year was set about making contacts across Somerset, South Gloucestershire, Bath & North East Somerset, North Somerset and Gloucestershire to help us identify where there are gaps and barriers for LGBTQ+ people and to see where we could support / create projects to create a safer environment for people who live in these regions.

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One of the biggest milestones we achieved, in this reporting year, was the work we developed with the LGBTQ+ community in the Bath & North East Somerset region. At Bath Pride 2024 we asked those in attendance what was missing from the region, and the overwhelming answer was a space for LGBTQ+ adults.

The other element of this project has been our volunteering offer. In the first year we set out to make sure we have a robust volunteer policy and onboarding process. We have been looking internally at how we can increase the capacity of people's roles and see how this can be complimented by having a volunteer supporting.

In the first 12-months, we onboarded seven volunteers who have supported with our in-person events, research projects and admin.





# Community Team



As well as the community-based work of the team we have been making inroads strategically, in making sure that LGBTQ+ issues are always on the agenda of strategic meetings. Throughout October we held LGBTQ+ workshops around people's experiences of hate crime (see research page below for more). We also engaged local councils and local MPs to start conversations around what they were doing to support LGBTQ+ people, in a time when LGBTQ+ people are being discriminated against more and more.

Having meetings with local MPs doesn't only show how important it is for organisations to push for LGBTQ+ rights, but also puts us as an organisation on a larger national radar.

We also had the opportunity to speak to many health professionals around how LGBTQ+ people, in particular Trans, Non-Binary and Intersex people access healthcare. This led to a piece of work with Mendip Primary Care Network, to help raise awareness of early cancer diagnosis / screenings for Trans, Non-Binary and Intersex People. This resulted in us producing a report on the voices of this community which was shared with all health professionals across the region.

This partnership working also resulted in us being one of the co-facilitators at the Somerset, Wiltshire, Avon and Gloucestershire Cancer Alliance Annual Conference. There we were able to platform the changing landscape of LGBTQ+ healthcare and continue working

on this to improve healthcare for LGBTQ+ people.

Abby Harrinton from Mendip PCN said: "We were delighted in the number of responses. Our engagement strategy was very successful, as in return for completing the questionnaire. The idea for this was to encourage people to self-check the anatomy they have regardless of the gender they identify as and that everyone has a different 'normal'".

Everything we have achieved in the past 12-months will allow us to build and grow on what we have done so far. We are looking to continue to build the relationships with MPs and healthcare professionals. We are also doing a lot more work with local councils to help develop further strategic working.

Thank you for all their work engaging communities and making the first year of the Voice & Influence Project such a success to Tim Birkbeck and Trudie Speed.

A man with a beard and glasses is speaking at a podium. He is wearing a grey sweater and a lanyard with a badge. The podium has a logo on it. In the background, there is a screen displaying text. A large white circle with teal text is overlaid on the right side of the image.

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# Research



In this reporting period we have created two community research papers, which centered around the experiences of LGBTQ+ people. This linked in with our Voice and Influence project and was led by our Voice and Representations coordinator.

The two areas we focused on were Bisexual Awareness and the LGBTQ+ experience when it comes to Hate Crime.

The reason we chose these two areas was because when it comes to Bisexual Awareness we know there is a huge underrepresentation of this demographic and the unique issues Bisexual people face. With the Hate Crime report, we developed this to coincide with Hate Crime Awareness Week in October, which in 2024 focused on the LGBTQ+ experience.

To conduct the Bisexual Awareness report, we relied on online surveys and research which already existed to help us to develop this. Two of the biggest

**“It’s frustrating to feel like you don’t really belong anywhere because you aren’t gay enough or straight enough”**

recommendations we had coming out of this report was that there need to be more education / training for community groups and organisations around bisexuality and for community groups giving more positive representation of bisexual people.

During putting this report together one person told us that, "It's frustrating to feel like you don't really belong anywhere because you aren't gay enough or straight enough."

Our aim for producing this report was to bring more awareness of what Bisexual people experience and how people's lives can be better represented.

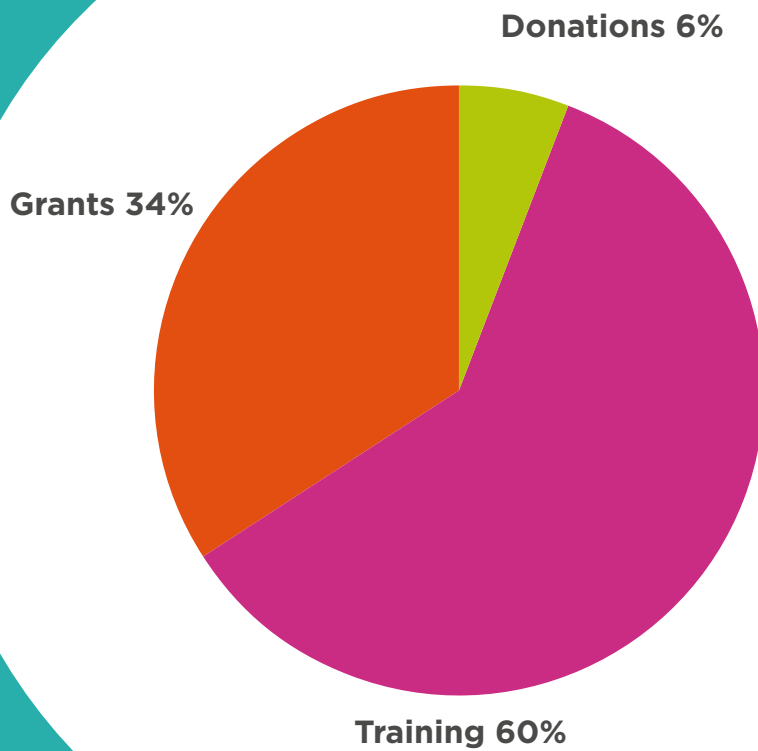
For the Hate Crime report we know what impact being a victim of a Hate Crime has on LGBTQ+ people. We once again used online surveys as well as hosted a number of workshops to ask people what would improve things for them and give them more confidence in reporting a Hate Crime.

From the recommendations we have been encouraging local police services to improve their policies and training, and will keep applying pressure until this is taken up.

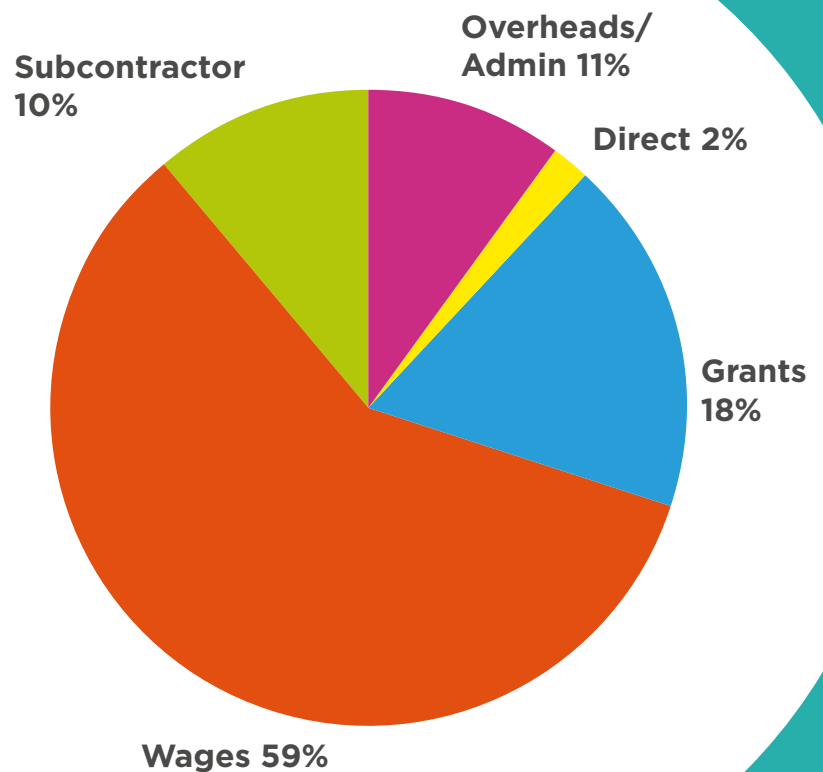


# Financials 2024-25

## Income:



## Costs:



# Contacts & Links



**Diversity Trust website:**  
<https://www.diversitytrust.org.uk>



**Alphabets South Gloucestershire:**  
<https://www.diversitytrust.org.uk/young-peoples-services/>



<https://www.facebook.com/DiversityTrust/>

<https://www.instagram.com/diversitytrust/>

<https://www.linkedin.com/company/diversity-trust>

**Sincere thanks to our funders and supporters:**



The Abbey





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