



**A SCOTLAND WHERE
ALL LGBTQ+ PEOPLE
THRIVE, NO MATTER
WHO WE ARE**



IMPACT REPORT

2024-2025



**LGBT
Health and
Wellbeing**

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WELCOME



LGBT Health and Wellbeing was founded in 2003 with a simple but powerful vision: a Scotland where LGBTQ+ people can thrive and where who we are doesn't stand in the way of our health, happiness, or full participation in society. Over two decades on, that vision continues to guide us as we adapt, respond, and grow in the face of change.

This past year has been one of significant challenge and transition; for our organisation, and for our community. Across Scotland and the wider UK, LGBTQ+ people continue to experience deepening inequalities, rising hostility, and a stark erosion of the hard-won progress many of us had hoped was here to stay. In particular, trans and non-binary people continue to bear the brunt of harmful rhetoric, misinformation, and exclusion. In this context, our work has never been more vital. Yet as the external climate becomes more difficult, the strength and resilience of our communities has never been clearer.

Our mission, rooted in compassion, solidarity, and lived experience, remains the same: to provide specialist, life-affirming support that meets LGBTQ+ people where they are, and to advocate for a Scotland where everyone can live well and be well, no matter who they are.

We've drawn strength from our purpose, our people, and our belief in what's possible when our community leads the way.

Thanks to the dedication of our staff, volunteers, partners and supporters, we've continued to deliver high-impact services across Scotland. From counselling and mental health support to community groups, telephone befriending, and tailored services for people facing multiple barriers, this report tells the story of how together, we've made a meaningful difference to thousands of lives.

It also reflects the honest realities of delivering this work in a volatile and underfunded environment. Demand has grown and costs have risen. Securing sustainable funding remains a pressing concern. And yet, as ever, we've drawn strength from our purpose, our people, and our belief in what's possible when our community leads the way.

We are proud of what we've achieved this year, and we're proud of how we've achieved it: with integrity, care, and a fierce commitment to our community. We remain of and for our community. We are here, with you now, and for the road ahead.

Mark Kelvin (he/him)
Chief Executive



WHO WE ARE

OUR VISION

A Scotland where LGBTQ+ people thrive; an equal Scotland where who we are does not negatively impact on our health and wellbeing.

OUR MISSION

Improve the physical, social, and mental health and wellbeing of LGBTQ+ adults (16+) in Scotland through responsive support services, opportunities for our community to connect with each other, and supporting mainstream services to be more inclusive.

OUR VALUES

Equality and diversity

Our team is inclusive and represents the community we serve. We engage with all sections of the LGBTQ+ community and our allies, and we celebrate diversity.

Respect

We value everyone and treat people fairly. We are open, accountable, accepting, trustworthy and supportive.

Inclusivity

We create services and spaces that are accessible and intersectional. We pay particular attention to people who have been historically excluded from support, and those facing multiple disadvantages.

Participation

Our services are shaped by the communities they serve. We encourage, support, and empower people to get involved.

Collaboration

We are not an island. We achieve more by working together, with our community and with partner organisations, to reach shared goals.

Excellence

We aim to provide high-quality, innovative services that deliver the best results for our community.



OUR YEAR AT A GLANCE

344

events
delivered



22

community
groups
supported



2,440

counselling
sessions
provided



2,569

helpline
contacts
received



154

incredible
volunteers



7,038

volunteering
hours



1,366

people
accessed our
online resources



47

new
fundraisers



OUR WORK

In 2024-25, we continued to support LGBTQ+ people across Scotland with mental health care, safer community spaces, and tailored services. We take an intersectional approach, recognising that things like gender, race, disability, or age, can make it harder for some people to access mainstream support. This includes:

MENTAL WELLBEING

919

engagements

Rooted in prevention, this varied and person-centred service supports mental and emotional wellbeing. We offer both practical and emotional support in one-to-one and group settings.

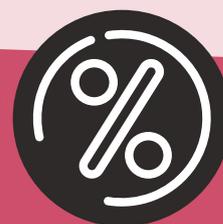
This year, we ran 76 mental wellbeing group activities, welcoming over 670 participants. These took place in person, online, indoors, and out in nature, everything from creative sessions to practical workshops focused on managing stress and anxiety.

As well as group support, we provided 310 one-to-one support sessions. Community members use these spaces to explore issues and share challenges that they were facing, including around their sexuality, gender, mental health, relationships, financial health, disordered eating, gambling, and more.

As part of our mental wellbeing services, we also provided tailored support to unpaid carers, including online peer support sessions for those unable to attend in-person.

We continued our referral partnership with Turn2Us, successfully helping community members apply for hardship grants. We submitted 10 applications and secured a total of £11,000. One beneficiary said, "It is such a wonderful thing to offer someone. It is a respectful process and really supports the person who receives it."

After accessing our mental wellbeing support about:



- **87% of people felt better about themselves**
- **83% felt more able to cope with day to day life**
- **87% felt more connected to their community**



Impact Story

Asha* started coming along to our mental wellbeing events to feel more connected to the LGBTQ+ community and to find new ways to look after her mental and physical health.

At first, Asha felt a bit out of place. She'd come out as bisexual to her brother at 22, but only recently told her parents and started being more open about her identity. She often felt like her sexuality wasn't "visible" unless she was in a relationship, which made it harder to feel like she belonged.

"I wanted to be closer to the community," she said. "I think I used events as a tool to find parts of the community I can fit into."

Through our wellbeing social events, Asha met others with similar experiences and started to feel more confident and accepted. She discovered creative ways to look after her mental health and picked up simple tools, like mindfulness and journaling, that she still uses today.

"[LGBT Health and Wellbeing] is part of my toolbox," she said. "I often use the mindfulness tools from the workshop and find myself thinking back to the journaling workshop when I'm stuck. Even just knowing that there are skills in my toolbox that I've learned in the workshops is really helpful."

Now, Asha sees LGBT Health and Wellbeing as a key part of her support system. Whether it's a workshop, a post on social media, or just knowing we're here, she feels reassured that she has a safe space to turn to whenever she needs it.

* We have changed names in this story for confidentiality.



COUNSELLING

LGBTQ+ inclusive counselling continues to be a core part of what we offer. Community members receive 11 private sessions with a counsellor who's carefully matched to their needs. Our counsellors use a range of approaches – like Person-Centred, Cognitive Behavioural Therapy, Psychodynamic Therapy, Gestalt, and more – and always create a respectful, affirming space where people feel accepted for who they are.

We also offer group therapy session, giving individuals the chance to share experiences and connect with others.

370

people received counselling



After accessing our counselling support about:

- 88% of people felt safe and secure in their identity
- 83% of people felt better about themselves
- 80% of people reported improved mental health



Impact Story

After three years of unemployment and ongoing struggles with depression, anxiety, agoraphobia, and alcohol dependency, Rob* reached out for support. As a bisexual person with a complex family history, they had also faced challenges around identity and acceptance.

A previous experience with private therapy left Rob feeling misunderstood and unable to talk openly about their gender identity. Looking for something different, they self-referred to LGBT Health and Wellbeing.

At first, it was hard for Rob to open-up. Early sessions focused on building trust and creating a space where they felt safe, accepted, and not judged. Over time, they began to engage more fully with counselling. They felt ready to speak to their GP about restarting medication to reduce alcohol use, and to ask for a referral to the Gender Identity Clinic.



Rob stayed committed to the therapy process. A few sessions in, they began using they/them pronouns – a big step in affirming their identity. They also started making changes to their appearance and felt more able to talk about deep-rooted issues.

“This has been really different from my previous experience of counselling,” they said. “I’ve felt accepted without judgement and have a sense of belonging to the LGBTQ+ community.”

By the end of counselling, Rob had been added to the Gender Identity Clinic waiting list. They were drinking less, taking medication with support from their GP, and reconnecting with people in their life. They rebuilt relationships with their mum and sister, attended a large family gathering, and started making plans with friends again. They felt more in control, more connected, and more at peace with their identity.

* We have changed names in this story for confidentiality.

OUR HELPLINE

Since 2009, LGBT Health and Wellbeing has run Scotland's LGBT+ helpline. It was first launched in 1972 as 'Edinburgh Gay Switchboard'. Over the years, the helpline has supported our community through major events like the HIV/AIDS epidemic, the Equal Age of Consent campaign, Section 28, and lately the M-Pox outbreak and experiences 'Conversion Therapy'.

The helpline provides support and information by phone, live chat, and email. It's open to all LGBTQ+ people, those questioning their sexual orientation or gender identity, and anyone struggling to accept that part of who they are. We also support family, friends, and professionals looking for advice.

A team of 26 trained volunteers, including 10 new volunteers this year, help run the helpline. They receive ongoing specialist training and support to make sure everyone who reaches out feels heard, respected, and safe.

1,721

**calls
answered**

555

**online support
sessions**

453

**email-based
support
sessions**

**After contacting
our helpline:**

- **86% of people felt more confident asking for support**
- **84% of people felt more involved in their community**
- **83% of people said they felt less lonely**



Impact Story

Carla* reached out to our helpline via webchat after a difficult week. She'd just been to her first Pride march and had dressed as her true self in public for the first time in years. It was a huge step. She felt proud, but the emotional crash that followed left her feeling low and overwhelmed.

Carla was dealing with a lot: a struggling marriage, the pressure of staying closeted, and the barriers she faced around transitioning and building a social life. She was also feeling the weight of financial stress, work pressures, and poor mental health. As we spoke, she shared how she'd spent years pushing down her wish to transition, and how that had taken a toll on her wellbeing.

She'd tried dressing in private and had spoken to her wife, but fear always held her back. Our volunteer gently supported her to open-up, recognising both the pain she was carrying and the courage it took to show up at Pride.

We referred Carla to our counselling service and told her about our community groups and trans social spaces, helping her feel reassured and less alone.



“It was just nice to get the thoughts and feelings off my chest,” she said. “It can be hard to talk to people you know in real life, as there's that added layer of complexity due to the fact you have a personal connection with them. The helpline eliminated that awkwardness while still providing awesome support! The kindness is truly inspirational.”

Having a safe space to talk openly, without judgement, made a real difference. The support she received gave her a sense of direction and helped her feel more confident in taking the next steps toward living as her authentic self.

* We have changed names in this story for confidentiality.





NEW SCOTS

Launched in March 2020, this is the only service in Scotland that offers specialist support to LGBTQ+ asylum seekers and refugees (New Scots). It offers tailored information and support, along with community activities and volunteering opportunities, helping LGBTQ+ New Scots build connections with each other and with the wider community.

This year, we expected to support 100 new people. Instead, 322 new community members joined those who we have continued to support from previous years (241). The service now offers regular, tailored support to 563 courageous and resilient LGBTQ+ from across the world including Pakistan, Iran, Cameroon, Nigeria, Uganda, Bangladesh, Brazil, Kyrgyzstan, Indonesia, Egypt, Morocco, Malawi, and China.

The service is powered by 11 volunteers, all of whom are New Scots themselves. Through their involvement, they're building new skills and experience, growing in confidence, and playing a vital role in strengthening their community.



After accessing our New Scots support:

- **96% of people felt more connected to their community**
- **94% of people felt better about themselves**
- **88% of people felt more able to cope with day-to-day life**

Impact Story

Hellen* came to the UK after fleeing Uganda, where being LGBTQ+ can be life-threatening due to harsh laws, stigma, and public hostility. She had faced severe discrimination and was looking for safety, support, and a place to be herself.

When she arrived in Scotland, Hellen was referred to our LGBTQ+ Refugee Project and had a 1:1 session with our Development Worker. From the start, we offered flexible, person-centred support that gave her space to share her story at her own pace. Slowly, she began to feel more comfortable talking about her identity and experiences.

Over the next two years, Hellen took part in workshops, counselling, and monthly social events. These spaces helped her feel less isolated and had a big impact on her mental health and sense of belonging. As her confidence grew, she started attending information sessions and more community socials, where she built friendships and found the support she needed to settle into life in Scotland.

“As an asylum seeker, now a New Scot [refugee], navigating the complexities of settling into a new society, I initially faced a great deal of anxiety, isolation, and uncertainty,” she said. “There were moments I didn’t know which direction I was headed or who to turn to. Your organisation provided not only a safe and welcoming space, but also meaningful opportunities for connection, learning, and healing.”

Through this support, Hellen found joy in connecting with others, built lasting relationships, and began to feel at home in her new community.

* We have changed names in this story for confidentiality.



TRANS AND NON-BINARY SUPPORT

In a year marked by rising hostility towards trans and non-binary people, our Trans Support service has remained a vital source of hope, safety, and solidarity. It continues to create life-affirming spaces where people are not only supported but truly seen, valued and celebrated for who they are.

Through information, one-to-one support, group activities, and personal development programmes, we help individuals navigate every aspect of their journey: from exploring identity and building confidence, to tackling discrimination and accessing affirming healthcare.

This year, 417 people received one-to-one support, working with our team to address challenges including transphobia, mental health, sexual health, gender-affirming medical care, and the complex admin involved in transition.

We also hosted 68 community events that offered uplifting, safer spaces where trans and non-binary people could connect, free from prejudice, harassment, or discrimination. Our confidence workshops and popular Transition Support Course helped participants explore topics such as coming out, transition admin, accessing gender services, mental wellbeing, and human rights.

1,084

engagements

Partnerships have helped us do even more. This year, we collaborated with Edinburgh Remakery, NHS Lothian's Specialist Speech and Language Therapist, and Scottish Trans to run specialist workshops. We also worked with NHS Lothian, Waverley Care, and LGBT Youth Scotland to launch Scotland's first Trans and Non-binary Sexual Health Clinic.

We've also shared our expertise to help create wider change. We've shared our knowledge with organisations like the Law Society of Scotland, Heriot-Watt University, Community Renewal Trust, Edinburgh Contact Point, Health in Mind, Maggie's Cancer Care, and Thrive South East Edinburgh. We delivered trans awareness training to our Helpline team and the New Scots Project, making sure all our services are inclusive.

After accessing our Trans Support:

- **96% of people felt more connected to their community**
- **93% of people felt safe and secure in their identity**
- **93% of people felt more in control of their lives**





Impact Story

Seb* has been coming along to our groups for almost two years. When they first joined, they were quiet and needed a bit of encouragement to get involved. They joined in with the occasional craft activity and slowly started to take part in group discussions.

Over time, Seb began to grow in confidence. They became someone others naturally connected with, bringing kindness, energy, and positivity to the space. They've even led activities and often help-out informally, supporting others to feel welcome and included. They've also helped shape future group sessions by sharing creative ideas that others really enjoy.

Seb has been really good at building connections beyond our groups, arranging regular meetups and catch-ups with other attendees, something vital for the community.

“Looking back to when I first came along totally terrified to the group, I feel like I’ve found my community, and myself in lots of ways to be honest,” they said. “The group has just been this amazing safe haven where I’ve been able to slowly come out of my shell, make friends who understand me, and just be me. I feel loads more confident and connected and my anxiety is so much better than it was. I’ve been thinking that I might apply to volunteer in the future.”

Now, Seb feels happier, more confident, and connected. They’ve become a familiar and uplifting presence in the group – someone who brings people together, shares joy, and helps create the kind of space where others can also feel safe to be themselves.

* We have changed names in this story for confidentiality.



LGBTQ+ ELDERS

Our service for LGBTQ+ people over 50 supports Scotland's first openly queer generation to age with dignity, connection, and joy. We offer a mix of wellbeing activities, social opportunities, one-to-one support, and a telefriending service. These help reduce loneliness and isolation, support physical and mental health, and create spaces where people feel valued and uplifted.

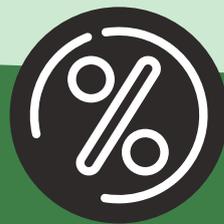
This year, 665 people joined our monthly socials, bringing people from across Scotland together, in safer and affirming spaces. Our casual workers and dedicated volunteers help make these gatherings warm and welcoming, and their impact is clear.

“I look forward to coming along every month. Since the death of my partner last year, I found it hard to socialise again. This group welcomed me from the start, and I’ve never looked back. I’m starting to make friends within the group.”
- LGBT Age participant

We provided one-to-one support to 49 people on issues such as coping with isolation, bereavement, rural living, using technology, understanding trans identities, coming out later in life, and accessing further help.

714
engagements

Our Telefriending service provided 434 connections to LGBTQ+ elders across Scotland. And our Virtual Hug newsletter also helped foster connection, pride, and joy. It's available online and by post, ensuring those without digital access can stay connected. Over 100 people have registered for postal copies and over 800 receive it digitally.



After joining our elders support, about:

- 100% felt more connected to their community
- 84% of people felt less lonely
- 84% of people felt better about themselves





Impact Story

Pauline* had been feeling cut off from the LGBTQ+ community for a long time. Living alone near Stirling, with no local queer services and limited mobility due to MS, she often felt isolated and unsupported.

In January 2024, she joined Coffee Posse, our monthly online social space for LGBTQ+ people aged 50+. Nervous but hopeful, she found warmth, understanding, and a space where she could just be herself.

She kept coming back, and over time, the group became a lifeline.

“I’ve been waiting 67 years to find a group of people who completely understand me,” she said. “Who listen to me and accept me for who I am.”

During Pride Month, the group talked about what made them proud to be LGBTQ+. That day, Pauline came out as a trans woman.

“Coming out to you all has been the best thing I’ve ever done,” she said. “You’ve been the first people I’ve ever verbalised this to. Thank you for all the support and love you’ve given me.”

What began as a small step into an online space became a life-changing moment of self-acceptance. With the support of her peers, Pauline found the confidence to live more openly and feel truly seen.

* We have changed names in this story for confidentiality.

SOCIAL SPACES

We run a programme of inclusive events to offer safer, sober opportunities for our community to connect and reduce the reliance on nightlife spaces like bars and clubs.

The programme aims to reduce isolation and loneliness, support wellbeing, and create welcoming spaces where people can be themselves, connect, and build lasting relationships. It also offers chances to explore new hobbies, skills, and interests in a supportive environment.

928
engagements

This work was supported by seven dedicated volunteers who help plan and run events, playing a vital role in the programme's positive impact.

After joining our spaces, about:

- **95% of people felt more connected to the community**
- **88% of people felt less lonely**
- **87% of people felt safe and secure in their identity**





Impact Story

Angie* first reached out to LGBT Health and Wellbeing while quietly questioning her feelings towards other women. As a solo parent of two, she didn't have anyone she felt safe confiding in. Her first step was joining our online Rainbow Lounge – nervous but welcomed by music, warmth, and friendly faces.

Her first in-person event, our Winter Celebration, was harder. Anxiety made it difficult to connect, but a kind word from someone nearby helped her stay. Despite mixed feelings, she was glad she went.

At our Pride Breakfast, she brought her children. They enjoyed the day, unaware of the deeper journey Angie was on. Later, a conversation with her teenager gave her the courage to come out to her eldest daughter, who responded with love and support.

Over time, Angie kept attending events, made friends, and began to feel more at ease. A year later, she returned to the Winter Celebration, this time with her children, surrounded by familiar faces, and feeling like she truly belonged.

“I learned a lot about myself during the last year,” she said. “I found a kind of inner peace, and I found some friends. I feel much better than a year ago. I feel I belong—not always, but many times—and I know there are a few people who like me and accept me as I am, and that’s all I can ask for.”

* We have changed names in this story for confidentiality.

COMMUNITY GROUPS

As part of our commitment to safer, sober, social spaces, we help set up and grow volunteer-led community groups. We're deeply grateful to our incredible team of 40 volunteer group leaders who currently run around 22 active groups. These include Narcotics Anonymous, Alcoholics Anonymous, a trans choir, nature groups, board games, basketball, and more.

3,162

engagements



After joining our community groups, about:

- **93% of people felt more connected to their community**
- **90% of people felt less lonely**
- **80% of people had made more friends**



Impact Story

The Edinburgh Trans Choir has become a joyful and empowering space for trans and nonbinary people to connect, sing, and feel more confident in their voices. Now two years old, the group continues to grow, offering not just music, but community, confidence, and celebration.

Members are encouraged to take part in all kinds of ways. For many, it's a space where they can try something new, build confidence, and feel fully accepted. One member shared how transformative the experience has been:

“It’s a rare, safe, and joyful space where I can be fully myself. It’s impossible to put into words what a big, euphoric, magical deal a group of trans people singing together is.”

For Caspian, one of the group leaders, the impact has been just as personal:

“Running Trans Choir has really changed my life. It’s given me a huge boost in confidence. I know I can lead a room, encourage people, and bring them together. I’ve met so many amazing people with a wide range of ages and life experiences. And one simple change is that I sing a lot more now. I used to be afraid of being overheard, even in the shower. Now, whenever I feel happy, I sing.”

Together, the choir has created something powerful – a space where trans and nonbinary people can raise their voices, support one another, and celebrate who they are.

* We have changed names in this story for confidentiality.



RAISING QUEER VOICES

Alongside our vital services, we tackle the deep-rooted barriers that create inequality, particularly for those most marginalised within our community. Drawing on evidence, lived experience, and collective action, our policy and influencing work seeks long-term, systemic change to improve the health and wellbeing of all LGBTQ+ people in Scotland.

We use the insights shared by our community to inform decision-makers – including government, public bodies, local councils, mainstream services, and researchers. From parliamentary evidence to community consultations, we amplify community voices to help build a fairer, more inclusive society.

Our vision is a Scotland where no one's health or wellbeing is affected by who they are or who they love, and we work through collaboration and advocacy to make this a reality. Key areas we worked for change this year included:



Mental health

We collaborated with the Scottish Government and partners to address inequalities faced by LGBTQ+ people in mental health and access to support. This included participating in the Self-Harm Strategy SHAPE Group and contributing to the national Suicide Prevention Action Plan, ensuring LGBTQ+ voices informed policy. We also represented the Equalities and Human Rights Forum on the National Mental Health and Wellbeing Leadership Board, advocating intersectional, human rights-based approaches to mental health policy across Scotland. In addition, we delivered training to government departments, public bodies, and universities to raise awareness, share evidence, and promote inclusive practice.

New Scots

We supported LGBTQ+ people seeking asylum to share their lived experiences directly with decision-makers, including at a roundtable with Scotland's Equalities Minister. Through the UK-wide Queer Asylum Coalition, we hosted a Westminster committee meeting on sexual and gender-based violence, informed by our QUEER SEREDA report, and responded to the UK Parliament's Asylum Accommodation Review while contributing to a UN consultation, highlighting the discrimination LGBTQ+ people seeking asylum face. Strategic partnerships remain central to improving conditions, strengthening support, dismantling barriers, and ensuring dignity, safety, and wellbeing for all LGBTQ+ New Scots.

Health

We continued to partner with the Glasgow Centre for Population Health to share research on the social factors affecting LGBTQ+ health, urging government to treat these as core public health issues. After the National Care Service Bill was dropped, we continued to push for LGBTQ+ inclusion in health and social care reform through the Older People's Strategic Action Forum and other groups.

Community safety

With input from 20 LGBTQ+ people, we published *Towards Equity: LGBTQ+ Community Experiences of Policing*, a report calling for better engagement and systemic improvements in policing. We also contributed to Police Scotland's LGBTI+ Citizens' Panel Oversight Group, advocating for fair treatment and stronger trust with our LGBTQ+ communities.

Trans rights

We challenged harmful attacks on trans rights across Scotland and the UK, including in the wake of the Supreme Court ruling, working with LGBTQ+ organisations to counter damaging rhetoric and attempts to roll back trans rights. We responded to the Equality and Human Rights Commission's Code of Practice Consultation, using community testimony to emphasise inclusion, and continued to press the UK and Scottish governments to adopt rights-based approaches to trans equality.

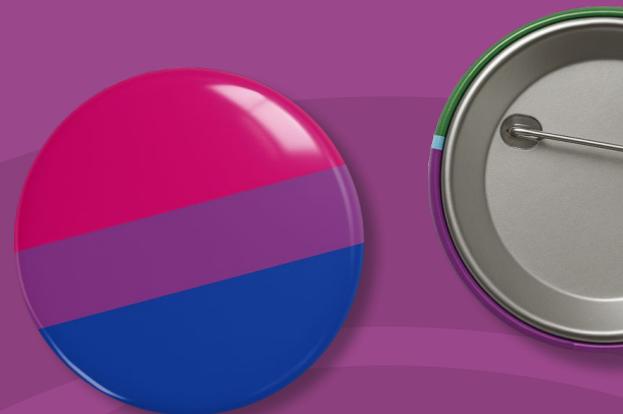
Community action

In response to rising anti-LGBTQ+ sentiment, we collaborated to create spaces for campaigning, advocacy, and collective resistance. This included two events in partnership with Equality Network on letter writing, media engagement, and zine-making, plus a drop-in session to support responses to the EHRC consultation.

Conversion practices

We continue to push for a complete ban on conversion practices. In Scotland, we support the government to develop non-legislative measures like safe services and resources, while urging the UK Government to introduce a trans-inclusive ban with no consent loopholes.

At a time of increasing threats to LGBTQ+ rights, we remain committed to tackle health inequalities and work alongside our community to advocate for and build true equity and equality.



OUR TEAM

Our work is only possible thanks to the dedication, care, and talent of our incredible team. We are proud to have a diverse and committed group of 27 staff and 154 volunteers who bring passion, empathy, and expertise to their roles every day.

This year has been particularly hard for our organisation. We want to recognise the strength and dedication our team has shown during such a challenging time. For many LGBTQ+ people working here, the job means bringing your whole self to work and often supporting others through issues you may also be facing yourself. This takes a huge emotional effort, which is admirable but can be exhausting.

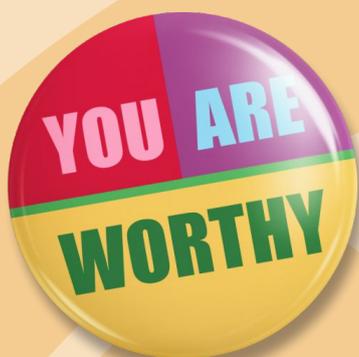
Even while going through a major restructure, our team has continued to support our community with compassion, skill and resilience. The aim of the restructure was to make our organisation more sustainable, so we can care for our staff as well as the people we serve. We know it may seem counter-intuitive that disruption and uncertainty could help staff wellbeing. But we believe this short-term difficulty was necessary to secure our future and to build a stronger, healthier organisation for our staff, our organisation, and the communities we support.

We want to give our heartfelt thanks to our team for their commitment and trust.

As well as offering competitive pay and conditions, we are committed to looking after our people and helping them grow. We provide:

- Regular 1:1 supervision and support meetings
- 2 Wellbeing Days each year
- Flexible and hybrid working
- Access to an Employee Assistance Programme
- A tailored Staff Wellbeing Programme
- Learning and development opportunities

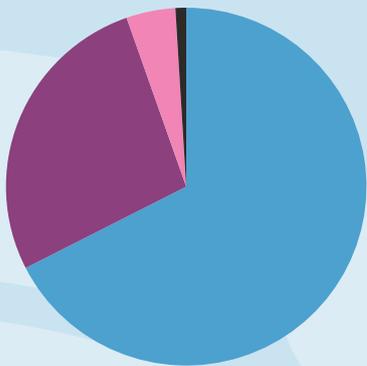
We aim to create a culture where everyone feels able to share feedback and ask for what they need. We use regular listening sessions and surveys to make sure we are living up to this commitment.



FINANCIAL REVIEW

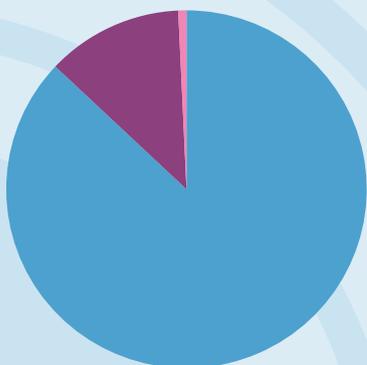
Thanks to our funders' support, our income grew by 1.2% during a year of major re-structuring, helping us move towards greater financial stability.

In 2024-25, our income was £1,151,493, up from £963,471 the previous year. We managed our expenditure carefully, with about 86 pence of every £1 going towards our work.



Income

- Statutory funders: £777,145
- Trust and foundation: £312,505
- Other: £50,819
- Investment income £11,024



Expenditure

- Activities: £985,712
- Office: £138,534
- Fees: £8,281

We continue to secure new contracts with a range of partners and extend existing ones. NHS Lothian, Glasgow Health and Social Care Partnership, and the Scottish Government continue to fund specific projects and services, while Edinburgh Integration Joint Board provides some core funding.

We also apply for funding from local and national statutory funders, trusts and foundations to deliver a wide range of services. This year we received project and core funding from 25 different sources.

This year we launched our 'Sustainable Services' strategy to reduce financial risk, grow income, and secure the long-term future of our work. More than a financial plan, it is a values-led approach to sustaining high-impact services that respond to the changing needs of Scotland's LGBTQ+ community.

We are incredibly grateful for the generosity of trusts, charities and foundations, and for the confidence of statutory funders (NHS Lothian, Glasgow HSCP, and the City of Edinburgh Council) place in us to deliver services in their areas. We also thank the Scottish Government for supporting our helpline (including conversion practices support), and our Older People's Project.

Finally, we are deeply thankful to our individual donors – including those who left us a gift in their Will – for their generosity. Together, these donations totalled £37,929 (2023-24: £24,111). If you are interested in exploring ways to support our work, visit lgbthealth.org.uk/fundraise

SUPPORT OUR WORK

VOLUNTEER

Much of our work and impact is made possible thanks to the generosity of our volunteers in sharing their skills and time. If you are interested in volunteering, please drop us an email to admin@lgbthealth.org.uk

DONATE



Whether a one-off, monthly or annual gift, or including us in your will, every donation helps us to continue to support our community. Donations can be made online at lgbthealth.org.uk/donate



FUNDRAISE

There are so many ways to fundraise, and we are here to provide support and the tools to maximise your efforts.

Fundraise at work

Get the team together for a bake sale, quiz or workplace wellbeing by donation – fundraising with your colleagues is a great way to connect over a shared cause.

Dedicate your special day or event

Whether you are getting married or celebrating your civil partnership, having a birthday or hosting a community event, asking your guests to donate to a charity you care about is a great way to celebrate your shared values.

Please get in touch with our team on fundraising@lgbthealth.org.uk to discuss fundraising for us.

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www.oscr.org.uk

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“Your organisation provided not only a safe and welcoming space, but also meaningful opportunities for connection, learning, and healing.”





LGBTHEALTH.ORG.UK

Scotland's LGBTQ+ health and wellbeing charity.

We welcome the entire diversity of our lesbian, gay, bisexual and transgender (LGBT) community, including non-binary, queer, intersex, asexual people and all identities under the LGBTQIA+ community.



**LGBT
Health and
Wellbeing**