

Diversity Rights

England & Wales · Charity number 1098916

Details

Other names	ACTION FOR INTEGRATION AND TOLERANCE (AIT), ACTION FOR INTERGRATION AND TOLERANCE (AIT), ACTION FOR SOCIAL INTEGRATION (ASI), DIVERSITY LIVING SERVICES (DLS)
Status	Registered
Legal form	Charitable company
Company number	04459816
Registered	2003-08-11
Register	View on the Charity Commission register

Contact

Address	Suite 6 3rd floor St. Georges Chambers Edmonton Green London
Phone	02088036161
Email	contact@diversityliving.org.uk
Website	https://www.diversityliving.org.uk

Activities

Objects: 4. THE CHARITY'S OBJECTS (OBJECTS) ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING: A) TO PROMOTE EQUALITY & DIVERSITY AND TO ELIMINATE DISCRIMINATION IN RELATION TO BLACK, ASIAN AND OTHER ETHNIC MINORITY COMMUNITIES, INCLUDING REFUGEES, ASYLUM SEEKERS AND MIGRANTS, BY SUCH CHARITABLE MEANS AS THE TRUSTEES DETERMINE FROM TIME TO TIME, IN PARTICULAR BUT NOT EXCLUSIVELY BY: B) TO PROMOTE EQUALITY & DIVERSITY AND TO ELIMINATE DISCRIMINATION IN RELATION TO BLACK, ASIAN AND OTHER ETHNIC MINORITY COMMUNITIES, INCLUDING REFUGEES, ASYLUM SEEKERS AND MIGRANTS, BY SUCH CHARITABLE MEANS AS THE TRUSTEES DETERMINE FROM TIME TO TIME, IN PARTICULAR BUT NOT EXCLUSIVELY BY: (I) EDUCATING THE PUBLIC ABOUT MORAL AND HUMAN RIGHTS ISSUES AND BY PROVIDING SUPPORT AND ADVICE ON THE SAME; (II) RELIEVING UNEMPLOYMENT AND PROMOTING TRAINING AND WORK EXPERIENCE SCHEMES FOR MEMBERS OF SUCH COMMUNITIES; (III) PROVIDING COUNSELLING AND ADVOCACY; (IV) PROMOTING CO-OPERATION BETWEEN VOLUNTARY ORGANISATIONS WORKING IN THIS AREA IN BOTH THE UNITED KINGDOM AND IN EUROPEAN UNION; (V) PROMOTING SOCIAL INCLUSION AND INTEGRATION OF THE ABOVE COMMUNITIES; (VI) IMPLEMENTING COMMUNITY ACTIVITIES FOR THE BENEFIT OF SUCH BLACK, ASIAN AND ETHNIC MINORITY COMMUNITIES AS THE COMMITTEE DETERMINE; (VII) DEVELOPING THE CAPACITY AND SKILLS OF MEMBERS OF BLACK, ASIAN AND OTHER ETHNIC MINORITY COMMUNITIES IN SUCH WAYS AS THE TRUSTEES SEE FIT SO THAT THEY ARE BETTER ABLE TO IDENTIFY AND HELP MEET THEIR NEEDS AND PARTICIPATE MORE FULLY IN SOCIETY; AND (VIII) SUCH OTHER MEANS THAT FURTHER THE OBJECTS OF THE CHARITY C) TO ASSIST IN THE TREATMENT AND CARE OF BLACK AND ETHNIC MINORITY PERSONS, INCLUDING REFUGEES, MIGRANTS AND ASYLUM SEEKERS, SUFFERING FROM MENTAL OR PHYSICAL ILLNESS OF ANY DESCRIPTION OR IN NEED OF REHABILITATION AS A RESULT OF SUCH ILLNESS. D) TO PRESERVE AND PROTECT THE HEALTH OF BLACK AND ETHNIC MINORITY PATIENTS BY PROVIDING ADVOCACY, COUNSELLING, ADVICE AND ASSISTING IN THE PROVISION OF FACILITIES, SUPPORT SERVICES AND EQUIPMENT NOT NORMALLY PROVIDED BY THE STATUTORY AUTHORITIES. E) TO ADVANCE THE EDUCATION OF THE PUBLIC IN HEALTH CARE BY THE PROVISION OF INFORMATION, LECTURES, FORA AND BY THE PUBLICATION OF NEWSLETTERS DEVOTED TO HEALTHCARE.

Activities: POVERTY RELIEF AND SOCIAL EXCLUSION PREVENTION. ADVICE, ADVOCACY, GUIDANCE, COUNSELLING, INFORMATION PROVISION. RELIEVING UNEMPLOYMENT AND ORGANISING TRAINING, VOLUNTEERING SCHEMES AND WORK EXPERIENCE. IMPLEMENTING COMMUNITY ACTIVITIES AND DEVELOPING CAPACITY AND SKILLS. WORK WITH PARENTS, SUPPORT YOUNG PEOPLE NEEDS AND EDUCATION OF BME SCHOOL CHILDREN.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Accommodation/housing, Arts/culture/heritage/science, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** UNITED KINGDOM AND IN EUROPEAN UNION
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£27,580	£34,270	-	-
2024-03-31	£28,955	£57,395	-	-
2023-03-31	£147,522	£110,445	-	-
2022-03-31	£12,812	£56,460	-	-
2021-03-31	£143,912	£114,230	-	-

Trustees

Name	Role	Appointed
Edouard Bareberaho		2024-02-01
Ladan Mohamed Ahmed		2015-01-09
Mireille Kena Ciamala		2019-08-01
Mohamoud Ali Jama		2019-08-01

Accounts

DIVERSITY RIGHTS

(A company limited by guarantee)

Report and Financial Statements For the Year Ended 31 March 2025

Registered Compant Number : 04459816
Charity Registration Number : 1098916

Diversity Rights

(Registered Charity No. 1098916)

Financial Statements For the Year Ended 31 March 2025

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Diversity Rights
REPORT OF THE TRUSTEES
For the year ended 31 March 2025

The Management Committee presents its report and unaudited financial statements for the year ended 31 March 2025

Reference and Administrative Information

Charity Name: Diversity Rights

Registered Company number 04459816 (England and Wales)

Charity registration number: 1098916

Registered office Suite 6, 3rd Floor
St. George Chambers
23 South Mall
London
N9 0TS

Trustees

L M Ahmed appointed 09/01/2019

M A Jama appointed 01/08/2019

M K Ciamala appointed 01/08/2019

E Bareberaho appointed 01/02/2024

E Rukangira appointed 10/09/2024

Company Secretary

E Rukangira

Accountant: MU-Classic & Associate Accountants
2nd Floor, Studio 46. Action House. 53 Sandgate Street, London. SE15 1LE

Annual Trustee Report 2024–2025 Empowering Communities, Reducing Inequality

EXECUTIVE SUMMARY

The 2024–2025 reporting year represents a period of significant impact and strategic growth for Diversity Rights. As a BAMER-led organisation with over two decades of grassroots experience, we have successfully delivered programmes that directly address persistent health and employment inequalities affecting Black, Asian, Minority Ethnic, and Refugee communities across North London.

Our work this year concentrated on three interconnected strategic priorities: preventing health inequalities with an emphasis on childhood obesity and healthy lifestyles, supporting access to sustainable employment within the health and social care sectors, and strengthening community voice, leadership, and participation.

KEY ACHIEVEMENTS AT A GLANCE

- **People Supported: 270** BAMER residents received support and information that enabled them to progress towards sustainable employment in health and social care, training, and education.
- **Health Reach:** 1500 community health checks delivered; 500 copies of Healthy Lifestyle Guides (focusing on childhood obesity) produced and distributed, with an online version made available on our website.
- **Community Engagement: 3,000** people reached through our monthly e-newsletter, telephone, email, and face-to-face outreach; 50+ weekly visitors to our drop-in centre.
- **Skills Development: 90** participants completed structured employability workshops; **180** individuals received intensive one-to-one support.
- **Leadership Growth:** Staff completed the GSK-funded Community Health Leadership Programme, strengthening organisational capacity.

FOREWORD

Building on over two decades of grassroots experience, we continued to respond to both persistent and emerging inequalities affecting BAMER communities across Enfield. This year marked a period of consolidation, measurable impact, and strategic advancement.

Our approach ensured that local residents were not merely beneficiaries, but active architects of the solutions designed to support them. Through community-led participation, we co-created programs that genuinely reflect lived experience and address real barriers to health, employment, and inclusion.

This report demonstrates how targeted, culturally responsive interventions can create tangible pathways to opportunity, dignity, and long-term social mobility.

ABOUT DIVERSITY RIGHTS

Established: 2002

Diversity Rights (DR) is a BAMER-led organisation rooted in Edmonton Green, serving as a trusted local anchor and social barometer for community needs.

OUR CHARITABLE PURPOSE

The overall purpose of Diversity Rights (as set out in our constitution, memorandum, and articles) is to promote equality and diversity and to eliminate discrimination in relation to Black, Asian, and other ethnic minority communities, including refugees, asylum seekers, and migrants, by such charitable means as the trustees determine from time to time, in particular but not exclusively by:

- Promoting social inclusion and integration of the above communities.
- Implementing community activities for the benefit of such Black, Asian, and ethnic minority communities as the committee determine.
- Utilising such other means that further the objects of the charity.

WHO WE SERVE

Whilst our focus remains on communities experiencing the greatest disadvantage, our services are inclusive and open to all. We work with:

- Refugees and asylum seekers.
- BAMER communities from all backgrounds.
- White minority communities (including Albanian, Turkish, Ukrainian, and Eastern European residents).
- Any resident facing barriers to health, employment, or social participation.

OUR DROP-IN CENTRE

Attended by at least **50 people weekly**, our Centre provides essential support including:

- Internet access and digital support.
- Job application assistance.
- Forms filling and letter writing.
- Advice and signposting to specialist services.

The centre functions as both a practical resource hub and a vital space where we gain real-time insight into emerging community needs.

STRATEGIC PRIORITIES 2024–2025

During this reporting year, Diversity Rights concentrated on strategic priorities that align with both local authority strategies and North Central London (NCL) inequality and workforce objectives. These priorities recognise that health and economic security are fundamentally interlinked.

1. **PREVENTING HEALTH INEQUALITIES**
 - *Focus:* Childhood obesity and healthy lifestyle promotion.
2. **SUPPORTING SUSTAINABLE EMPLOYMENT**
 - *Focus:* Pathways into health and social care careers.
3. **STRENGTHENING COMMUNITY VOICE**
 - *Focus:* Leadership development and meaningful participation.
4. **INFORMATION DISSEMINATION**
 - *Focus:* Critical support regarding the cost of living.

PROGRAMME 1: PREVENTING CHILDHOOD OBESITY

PROJECT OVERVIEW

Funded by the Enfield Local Fund, this program addressed childhood obesity among BAME children through family-centered and community-led prevention strategies.

THE CHALLENGE

Childhood obesity disproportionately affects BAME communities due to complex, interconnected factors including:

- Cultural and religious dietary practices that are poorly understood by mainstream health services.
- Financial constraints limiting access to fresh, healthy food.
- Environmental barriers, including limited safe outdoor space.
- Information gaps and language barriers.
- Stigma and shame that prevent families from seeking support.

OUR APPROACH

Rather than imposing top-down solutions, we engaged directly with parents and carers to understand their lived experience and co-create accessible, culturally relevant interventions.

KEY ACTIVITIES

Community Consultations

- In-depth discussions with parents to identify cultural, financial, and environmental barriers to healthy eating.
- Provision of safe, non-judgemental spaces where families could share experiences.

Information Development

- Creation of accessible, culturally appropriate healthy lifestyle resources.
- Materials designed with and for diverse communities, translated and adapted to meet varied literacy levels.

Community Engagement Activities

- Practical workshops focused on achievable behaviour change.
- Emphasis on empowerment rather than stigma.
- Family-friendly events that normalised healthy choices.

IMPACT

This work ensured that health prevention strategies were informed directly by lived experience and local realities, resulting in:

- Enhanced parental confidence in making healthy food choices on tight budgets.
- Improved family conversations about nutrition and wellbeing.
- Reduced shame and stigma around childhood obesity.
- Stronger community understanding of prevention rather than crisis intervention.

COMMUNITY VOICE: PARENT TESTIMONIAL "As a parent, I was very worried about my child's eating habits, but I didn't know where to start... The sessions organised by Diversity Rights helped me understand how food choices, portion sizes, and daily routines affect children's health. What I appreciated most was that they respected our culture and did not judge us... I now feel more confident preparing balanced meals on a tight budget."

COMMUNITY VOICE: GRANDPARENT TESTIMONIAL "The discussions were friendly, clear, and relevant to families like ours who are affected by the cost of living... The project helped me understand childhood obesity without blame or shame. I now share what I learned with other family members."

PROGRAMME 2: HEALTH AND SOCIAL CARE EMPLOYABILITY

PROJECT OVERVIEW

Delivered across Enfield and Haringey from our base at Edmonton Green Shopping Centre, this flagship programme supported 270 BAMER residents to progress towards sustainable employment in the health and social care sectors. This programme was delivered in partnership with Barnet and Southgate College, which provided pre-employment training in health and social care.

THE CHALLENGE

BAMER communities face multiple, intersecting barriers to employment including:

- Lack of awareness about career opportunities in health and social care.
- Limited understanding of UK qualification pathways and employer expectations.
- Language barriers and unrecognised overseas qualifications.
- Lack of confidence following prolonged unemployment.

- Complex personal circumstances (immigration status, housing insecurity, childcare responsibilities).
- Systemic discrimination in recruitment processes.

PROGRAMME OBJECTIVES

- Increase awareness of health and social care career opportunities.
- Support unemployed and underemployed residents into sustainable work.
- Strengthen employability skills, confidence, and job readiness.
- Improve access to training routes including SWAP and pre-employment pathways.
- Provide wraparound support that addresses complex personal barriers.

DELIVERY MODEL

The programme operated through multiple, complementary delivery strands:

- **Monthly Employability Workshops:** Structured group sessions (15 participants per cohort) covering CV development, interview prep, and understanding the Care Certificate.
- **One-to-One Mentoring:** 21 hours per week of face-to-face advice tailored to individual career goals.
- **Pastoral Support:** Up to 8 weeks of intensive mentoring addressing holistic needs (housing, benefits, mental health).
- **Career Pathway Promotion:** Partnership with North Central London Training Hub to connect residents with employers.
- **In-Work Support:** Up to 3 months of retention support after securing employment.

OUTCOMES ACHIEVED

- **90** participants completed structured employability workshops.
- **180** individuals received intensive one-to-one employment support.
- Participants successfully progressed into training, volunteering, or employment within health and social care settings.
- Measurable improvements in confidence, job readiness, and economic security.

COMMUNITY VOICE: UNEMPLOYED PARTICIPANT "The staff were patient and encouraging, and they understood the challenges I faced, including language barriers... This made a huge difference to my confidence. I now feel ready to work and know where to go for help."

GSK COMMUNITY HEALTH FUNDING

During 2024–2025, Diversity Rights received **£10,000** from GSK, enabling strategic organisational development alongside community health delivery.

Investment Enabled:

- **Community Health Surveys:** Evidence-based consultations to identify priority health needs and inform future funding applications.
- **Organisational Development:** Updated policies, a comprehensive three-year business plan, and the production of 500 healthy lifestyle guides.

- **Leadership Development:** Staff completed the GSK-funded Community Health Leadership Program, delivering capacity building in strategic leadership, communication, and accountability.

INFORMATION DISSEMINATION AND COMMUNITY SUPPORT

THE COST OF LIVING CRISIS

During 2024–2025, Diversity Rights played a vital role in supporting residents through the deepening cost of living crisis. BAMER communities have been disproportionately affected due to lower average household incomes, higher rates of unemployment, and limited emergency funds.

OUR RESPONSE

We regularly disseminated practical information, advice, and signposting through multiple channels:

Channels:

- Monthly E-Newsletter reaching **1,500** subscribers.
- Updates via our website.
- Face-to-face outreach, email, and telephone support.

Topics Covered:

- Cost of living support schemes and financial entitlements.
- Welfare benefits guidance and housing advice.
- Energy cost reduction strategies and emergency assistance.
- Access to food banks and community resources.

ONGOING COMMITMENT

Recognising the sustained impact of economic hardship, Diversity Rights continues to strengthen fundraising activities to secure resources for extended advice services. A key future goal is creating a dedicated space for BAMER access to services, such as an inclusive and accessible community centre.

MONITORING, EVALUATION, AND QUALITY ASSURANCE

To ensure effective delivery, transparency, and continuous improvement, we implemented robust monitoring and evaluation frameworks across all programs.

- **Participant-Level Tracking:** Baseline assessments, regular progress reviews, and exit evaluations measuring "distance travelled" (soft skills and confidence).
- **Progression Tracking:** Monitoring of employment, training, and volunteering outcomes, including long-term follow-up.
- **Quality Assurance:** Regular participant surveys, employer feedback loops, and weekly staff planning meetings.
- **Impact Measurement:** We track both quantitative outputs (numbers reached) and qualitative outcomes (changes in wellbeing and economic security).

PARTNERSHIPS AND COLLABORATION

Our impact during 2024–2025 was significantly strengthened through strategic collaboration with key partners across sectors.

- **Training and Education:** North Central London Training Hub, Barnet and Southgate College, further education colleges, and skills bootcamp providers.
- **Health and Social Care Employers:** Adult social care providers, care homes, and community health services.
- **Advice and Support:** Citizens Advice, housing advice services, and immigration support organisations.
- **Community and Voluntary Sector:** Local BAMER-led organisations, faith groups, and refugee networks.

The Power of Partnership: These partnerships enabled us to address complex, intersecting barriers such as immigration status and housing insecurity. By working collaboratively, we created wraparound support that addressed the whole person, not just isolated issues.

LOOKING AHEAD TO 2025–2026

Building on the achievements of 2024–2025, Diversity Rights will continue to advance our mission through strategic expansion and deepened impact.

STRATEGIC PRIORITIES FOR THE COMING YEAR

1. **Expand Preventative Health Programmes**
 - Scale successful interventions to reach more families.
 - Develop new programmes addressing mental health, diabetes prevention, and healthy ageing.
2. **Establish a Multicultural Community Centre**
 - Secure a space in Edmonton Green to serve as a hub for services, information, and advice, fighting isolation and fostering inclusion.
3. **Strengthen Employment Pathways**
 - Extend support to priority sectors beyond health and social care.
 - Enhance in-work support and focus on entrepreneurship pathways.
4. **Deepen Community-Led Research**
 - Expand participatory research to capture lived experience evidence and influence policy design.
5. **Invest in Organisational Sustainability**
 - Diversify funding sources, strengthen governance, and build reserves for long-term resilience.

ACKNOWLEDGEMENTS

We extend our deepest gratitude to:

- **Our Funders:** North Central London Integrated Care Board / Primary Care Anchor Networks, GSK Community Health Fund, and the Enfield Local Fund.
- **Our Partners:** North Central London Training Hub, training providers, employers, and advice organisations.

- **Our Team:** Dedicated staff, volunteers, and Board members whose commitment made this work possible.
- **The Communities We Serve:** Your trust, resilience, and leadership continue to shape our work. Your lived experience is the foundation of everything we do.

Together, we are building a more equitable, inclusive, and compassionate society where everyone has the opportunity to thrive.

Diversity Rights (Diversity Living Services) Edmonton Green, London Borough of Enfield
www.diversityrights.org.uk

Annual Impact Report 2024–2025 © Diversity Rights (Diversity Living Services)

**Accountant's Report To The Trustees of
Diversity Rights
For The Year Ended 31 March 2025**

I report on the accounts of the Trust for the year ended 31 March 2025, which are set out on pages 6 to 9.

Respective responsibilities of trustees and Accountant

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2015 (the 2015 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2015 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2015 Act; and
- to state whether particular matters have come to my attention.

Basis of Accountant's report

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2015 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2015 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

OA

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MU - CLASSIC & ASSOCIATES ACCOUNTANTS
2nd Floor, Studio 46. Action House.
53 Sandgate Street, London.
London
SE15 1LE

Date: 30/12/2025

**MU-CLASSIC & ASSOCIATES
ACCOUNTANTS**

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**Action House, Studio 46. 53 Sandgate Street. London. SE15 1LE
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DIVERSITY RIGHTS

STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenditure) FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
	Note				
INCOMING RESOURCES	2				
Voluntary Income		-	-	-	-
North Central NHS		-	189	189	6,500
GSK		10,000	-	10,000	-
Haringey Ltd		-	4,225	4,225	-
Enfield Voluntary Action		-	3,500	3,500	-
London Borough of Enfield		-	1,989	1,989	-
National Lottery Community Fund		-	-	-	9,218
GLA BSC		-	-	-	5,410
RFL BCFH		-	-	-	5,000
Hmrc		-	7,677	7,677	7,740
Total Income Resources		10,000	17,580	27,580	33,868
RESOURCES EXPENDED					
Charitable Activities					
North Central NHS		-	189	189	28,629
GSK		8,054	-	8,054	-
Haringey Ltd		-	4,225	4,225	-
Enfield Voluntary Action		-	3,500	3,500	-
London Borough of Enfield		-	1,989	1,989	-
British Council EU/Erasmus		-	-	-	6,311
National Lottery Community Fund		-	-	-	9,218
GLA BSC		-	-	-	5,410
RFL BCFH		-	-	-	5,000
HMRC		-	16,313	16,313	7,740
Governance costs		-	-	-	-
Total Resources Expended		8,054	26,216	34,270	62,308
Net Incoming /Outgoing Resources		1,946	- 8,636	- 6,690	- 28,440
RECONCILIATION OF FUNDS					
Total Funds Brought Forward		1	8,636	8,637	37,078
Total Funds Carried Forward		1,947	0	1,947	8,638

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities

DIVERSITY RIGHTS
BALANCE SHEET AT 31 MARCH 2025

		Unrestricted Funds £	Restricted Funds £	2025 Total Funds	2024 Total Funds £
	Note				
FIXED ASSETS					
Tangible Assets	5		375	375	615
CURRENT ASSETS					
Debtors	10	-	-	-	669
Cash at Bank and in Hand	10	1	1,947	1,948	8,639
		<u>1</u>	<u>1,947</u>	<u>1,948</u>	<u>9,308</u>
CREDITORS: Amounts falling due within one year	11	<u>-</u>	<u>376</u>	<u>376</u>	<u>1,285</u>
NET CURRENT ASSETS			<u>1,572</u>	<u>1,572</u>	<u>8,023</u>
NET ASSETS	12		<u><u>1,947</u></u>	<u><u>1,947</u></u>	<u><u>8,638</u></u>
ACCUMULATED FUNDS					
Unrestricted			1,947	1,947	1
Restricted			0	0	8,637
Total Funds	12		<u><u>1,947</u></u>	<u><u>1,947</u></u>	<u><u>8,638</u></u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on **30/12/2025** and were signed on its behalf by:

L M Ahmed -Trustee

Notes forming part of the Financial Statements for the year ended 31 March 2025

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 2006 and the Statement of Recommended Practice: Accounting and reporting by Charities issued in March 2005.

(b) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market values.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through their terms

(c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity entitled to the income and the amount can be quantified with reasonable accuracy.

The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Clothing and other items donated for resale through the charity's shop are included as incoming resources within activities for generating funds when they are sold.

Investment income is included when receivable.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

Notes forming part of the Financial Statements for the year ended 31 March 2025

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

(d) Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fund raising purposes including the charity's shop.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly to others are apportioned on an appropriate basis e.g. floor areas, per capita or estimated usage as set out in Note 4.

(e) Fixed Assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £ 1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 4 years.

2. Incoming Resources from Activities to further the Charity's Objects

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
Voluntary Income	-	-	-	-
North Central NHS	-	189	189	6,500
GSK	10,000	-	10,000	-
Haringey Ltd	-	4,225	4,225	9,218
Enfield Voluntary Action	-	3,500	3,500	5,410
London Borough of Enfield	-	1,989	1,989	5,000
HMRC	-	7,677	7,677	7,740
	10,000	17,580	27,580	33,868

3. Investment Income

	2025 Total	2024 Total
	£	£
Interest Received	-	-
	-	-

4. Total Resources Expended

Cost Directly Allocated to Activities	2025 Total	2024 Total
Governance costs		
Accountancy	1,750	1,750
Support costs Management		
Wages and sessional workers	16,601	40,823
Professional Support	7,188	-
Rent	-	-
Insurance	315	272
Telephone	600	450
Postage and stationery	280	-
Membership and subscriptions	-	-
Computer expenses	1,125	-
Sundry Expenses	1,440	-
Legal and consultancy	-	-
Travelling Expenses	290	-
Workshop and room hire	1,800	8,022
Refreshment	-	-
Small equipment	-	-
Payroll processing	-	-
Design, printing & publication	1,115	834
Volunteer expenses	-	750
Training	945	1,173
Training & learning materials	400	3,716
Service charges	-	-
Repairs and renewals	-	-
Publicity	546	744
	32,645	56,784
Information technology		
Fixtures and fittings	-	-
Computer equipment	-	-
	-	-
Other		
Rates and water	-	-
Other 3		
No description	-	-
Total resources expended	34,395	58,534
Net income/(expenditure)	- 6,690	- 24,666

6. Staff Costs

	2025	2024
	£	£
Wages and Salaries	16,601	40,823
Social security costs	-	-
Total	16,601	40,823

No employee received emoluments of more than £60,000

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2025 Number	2024 Number
Community Worker	1	1
Total	1	1

The charity does not operate any pension scheme for its employees and does not make any contribution

7. Trustee Remuneration and Related Party Transactions

No members of the management committee received any remuneration during the year

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

8. Taxation

As a charity, Diversity Rights is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

9. Tangible Fixed Assets

	Fixtures & Fittings Computer & Equipment	Total
Cost	£	£
At 01 April 2024	8,005	8,005
Additions	400	400
At 31 March 2025	<u>8,405</u>	<u>8,405</u>
Depreciation		
At 01 April 2024	7,390	7,390
For the year	640	640
At 31 March 2025	<u>8,030</u>	<u>8,030</u>
Net Book Value		
At 31 March 2025	<u>375</u>	<u>375</u>

10. Debtors

	2025 £	2024 £
Trade Debtors	-	-
Other Debtors	-	669
Total	<u>-</u>	<u>669</u>

11. Creditors: Amounts Falling Due Within One Year

	2025 £	2024 £
Bank Loans and Overdrafts	-	-
Taxation and Social Security	376	350
Other creditors and accruals	-	935
Total	<u>376</u>	<u>1,285</u>

12. Analysis of Net Assets Between Funds

	General Funds £	Restricted Funds £	Total Funds £
Tangible Fixed Assets			375
Current Assets			1,948
Current Liabilities			376
Total Net Assets as at 31 March 2025			<u>1,947</u>

14. Movements in Funds

	At 01 Apr 2024	Incoming Resources (Inc. Gains)	Outgoing Resources	Transfer	At 31 Mar 2025
	£	£	£	£	£
Restricted Funds:					
	-	-	-	-	-
North Central NHS	8,638	189	189	-	8,638
Haringey Ltd	-	4,225	4,225	-	-
Enfield Voluntary Action	-	3,500	3,500	-	-
London Borough of Enfield	-	1,989	1,989	-	-
HMRC	-	7,677	16,314	-	- 8,637
Total Restricted Funds	8,638	17,580	26,217	-	1
Unrestricted Funds					
General Funds	-	10,000	8,054	-	1,946
Interest Received	-	-	-	-	-
	-	-	-	-	-
Total Unrestricted Funds	-	10,000	8,054	-	1,946
Total Funds	8,638	27,580	34,271	-	1,947

Accounts

DIVERSITY RIGHTS

(A company limited by guarantee)

Report and Financial Statements For the Year Ended 31 March 2024

Registered Compant Number : 04459816
Charity Registration Number : 1098916

Diversity Rights

(Registered Charity No. 1098916)

Financial Statements

For the Year Ended 31 March 2024

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Diversity Rights
REPORT OF THE TRUSTEES For
the year ended 31 March 2024

The Management Committee presents its report and unaudited financial statements for the year ended 31 March 2024

Reference and Administrative Information

Charity Name: Diversity Rights

Registered Company number 04459816 (England and Wales)

Charity registration number: 1098916

Registered office
Suite 6, 3rd Floor
St. George Chambers
23 South Mall
London
N9 0TS

Trustees

L M Ahmed appointed 09/01/2019

M A Jama appointed 01/08/2019

M K Ciamala appointed 01/08/2019

E Bareberaho appointed 01/02/2024

Company Secretary

E Rukangira

Accountant: MU-Classic & Associate Accountants
2nd Floor, Studio 46. Action House. 53 Sandgate Street, London. SE15 1LE

Activity and Outcome Report

The following projects were funded and implemented during the reporting period.

BAME Communities Celebrate the Coronation of His Majesty The King

This project, funded by the National Lottery Community Fund, aimed to engage African communities living in the Borough of Enfield in celebrating the coronation of His Majesty the King on Saturday, 6 May 2023. The initiative highlighted the contributions of the British Monarchy to Africa's socio-economic and environmental development.

On 6 May 2023, from 11 am to 4 pm, we organised a one-day music concert at Edmonton Shopping Centre featuring African musicians and traditional dance groups. Additionally, monthly community conversations (group sessions) were held over six months to discuss the UK's role in Africa's international development. Each session, lasting two hours, took place at our drop-in centre and was attended by 300 participants.

To preserve these community memories, a *Living Story Book* was created, serving as a written archive of African communities' reflections on the UK's contribution to Africa's development through international partnerships and the Commonwealth.

An exhibition featuring 10 panels was displayed for a month at Edmonton Green Library. The exhibition provided case studies and brief descriptions of significant community projects in Africa funded by the UK government, which directly benefitted project participants.

Inclusive Digital Access

This project, funded by the GLA's *Building Strong Communities Fund*, aimed to address digital exclusion and empower disadvantaged BAME communities in Enfield. By offering personalised digital skills training, we enabled participants to confidently use computers and the internet, improving access to essential online services, opportunities, and support during the cost-of-living crisis.

This initiative improved participants' ability to access jobs, financial support, and other digital services, enhancing their financial resilience during this cost of living challenging period.

Key Activities and Outcomes:

- **Training Sessions:** We delivered 8 hours of weekly drop-in, one-to-one training for 10 people per week over 40 weeks at our drop-in centre.
 - **Support Services:** Participants received tailored support, including registering for and applying to online services such as welfare benefits, jobs, education, and grants.
 - 400 individuals directly received training and support.
 - 1,500 people accessed information via a monthly bi-newsletter on relevant online services and opportunities.
-

Free training for employment in health and social care jobs

Funded by the North Central London Training Hub, this project promoted employment opportunities in primary care and health and social care sectors among BAME residents in Enfield. It targeted individuals who were unemployed or underemployed and aimed to prepare them for sustainable careers. This project raised awareness, enhanced employability skills, and facilitated career pathways for BAME communities in health and social care roles.

Key Activities and Outcomes:

- **Workshops and Career Support:**
 - Two-day workshops (4 hours each) were held monthly for six months, attended by 90 participants. These workshops focused on employability skills, motivation, and building confidence to meet the *Care Certificate Standards*.
 - Career mentoring sessions and advice workshops connected participants with the NCL Training Hub and provided ongoing support for up to 8 weeks.
 - **Awareness and Job Opportunities:**
 - 180 individuals received face-to-face support.
 - 70 participants received targeted training and advice to enhance employability in the health and social care sector.
 - Weekly updates on job opportunities were shared via newsletters, social media, and our website, reaching 3000 people.
-

Raising Awareness About Mental Health within BAME communities.

This project that was funded by Thrive LDN aimed to improve mental health awareness, resilience, and access to support for racialised and minoritised communities in Enfield. This project empowered BAME communities by enhancing knowledge, access to mental health services, and fostering resilience through targeted outreach and support.

Key Activities and Outcomes:

1. **Workshops and Meetings:**
 - Conducted workshops attended by 250 individuals to educate participants on mental health issues and services.
2. **Community Guide:**
 - A 20-page *BAME Community Mental Health Guide* was produced, offering insights into common mental health problems, their causes, and available support.
 - 300 printed copies were distributed, and a digital version was made available online.
3. **Outreach and Awareness Campaigns:**
 - Roadshows and community stands were held bi-monthly in public venues, shopping centres, and libraries to engage with BAME communities.
 - Publicity materials were distributed in community hubs, places of worship, libraries, and other strategic locations.
4. **Mental Health Forum:**
 - Bi-monthly *BAME Mental Health Forums* engaged 50 participants, fostering peer support and providing insights into mental health services.

- Forums featured local authority representatives, charities, and health professionals to answer questions and share resources.
- 5. **Advocacy and Support Services:**
 - Drop-in advocacy services (10 hours per week) supported around 10 people weekly by signposting or referring them to specialist services.
 - Consultations with 30 individuals experiencing mental health challenges and carers provided insights to improve support and services.
- 6. **Information Dissemination:**
 - A monthly e-newsletter reached 3,000 subscribers, offering advice, mental health tips, and service information.

**Accountant's Report To The Trustees of
Diversity Rights
For The Year Ended 31 March 2024**

I report on the accounts of the Trust for the year ended 31 March 2024, which are set out on pages 6 to 9.

Respective responsibilities of trustees and Accountant

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2015 (the 2015 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2015 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2015 Act; and
- to state whether particular matters have come to my attention.

Basis of Accountant's report

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2015 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2015 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

OA
.....
MU - CLASSIC & ASSOCIATES ACCOUNTANTS
2nd Floor, Studio 46. Action House.
53 Sandgate Street, London.
London
SE15 1LE

Date:
MU-CLASSIC & ASSOCIATES
ACCOUNTANTS
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Action House, Studio 46. 53 Sandgate Street. London. SE15 1LE
02077326298 / 07984420522

DIVERSITY RIGHTS

STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenditure) FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
	Note				
INCOMING RESOURCES	2				
Voluntary Income		-	-	-	-
North Central NHS		-	6,500	6,500	128,980
British Council EU/Erasmus		-	-	-	18,542
National Lottery Community Fund		-	9,218	9,218	-
GLA BSC		-	5,410	5,410	-
RFL BCFH		-	5,000	5,000	-
Others		4,913	2,827	7,740	-
Total Income Resources		4,913	28,955	33,868	147,522
RESOURCES EXPENDED					
Charitable Activities					
North Central NHS		-	28,629	28,629	91,903
British Council EU/Erasmus		-	6,311	6,311	18,542
National Lottery Community Fund		-	9,218	9,218	-
GLA BSC		-	5,410	5,410	-
RFL BCFH		-	5,000	5,000	-
HMRC		-	-	-	-
Others		4,913	2,827	7,740	-
Governance costs		-	-	-	-
Total Resources Expended		4,913	57,395	62,308	110,445
Net Incoming /Outgoing Resources		-	28,440	28,440	37,077
RECONCILIATION OF FUNDS					
Total Funds Brought Forward		1	37,077	37,078	43,649
Total Funds Carried Forward		1	8,637	8,638	80,726

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities

DIVERSITY RIGHTS
BALANCE SHEET AT 31 MARCH 20234

		Unrestricted Funds £	Restricted Funds £	2024 Total Funds	2023 Total Funds £
FIXED ASSETS					
Tangible Assets	5		615	615	1,255
CURRENT ASSETS					
Debtors	10	-	669	669	347
Cash at Bank and in Hand	10	1	8,638	8,639	37,078
		<u>1</u>	<u>9,307</u>	<u>9,308</u>	<u>37,425</u>
CREDITORS: Amounts falling due within one year	11	-	1,285	1,285	1,602
NET CURRENT ASSETS			<u>8,023</u>	<u>8,023</u>	<u>35,823</u>
NET ASSETS	12		<u>8,638</u>	<u>8,638</u>	<u>37,078</u>
ACCUMULATED FUNDS					
Unrestricted			1	1	1
Restricted			8,637	8,637	37,077
Total Funds	12		<u>8,638</u>	<u>8,638</u>	<u>37,078</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on 26/12/2024 and were signed on its behalf by:



L M Ahmed -Trustee

Notes forming part of the Financial Statements for the year ended 31 March 2024

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 2006 and the Statement of Recommended Practice: Accounting and reporting by Charities issued in March 2005.

(b) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market values.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through their terms

(c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity entitled to the income and the amount can be quantified with reasonable accuracy.

The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Clothing and other items donated for resale through the charity's shop are included as incoming resources within activities for generating funds when they are sold.

Investment income is included when receivable.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

Notes forming part of the Financial Statements for the year ended 31 March 2024

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

(d) Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fund raising purposes including the charity's shop.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly to others are apportioned on an appropriate basis e.g. floor areas, per capita or estimated usage as set out in Note 4.

(e) Fixed Assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £ 1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 4 years.

2. Incoming Resources from Activities to further the Charity's Objects

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Voluntary Income	-	-	-	-
North Central NHS	-	6,500	6,500	128,980
British Council EU/Erasmus	-	-	-	18,542
National Lottery Community Fund	-	9,218	9,218	-
GLA BSC	-	5,410	5,410	-
RFL BCFH	-	5,000	5,000	-
HMRC	4,913	2,827	7,740	-
	<u>4,913</u>	<u>28,955</u>	<u>33,868</u>	<u>147,522</u>

3. Investment Income

	2024 Total	2023 Total
	£	£
Interest Received	-	-
	<u>-</u>	<u>-</u>

4. Total Resources Expended

Cost Directly Allocated to Activities	2024 Total	2023 Total
Governance costs		
Accountancy	1,750	2,567
Support costs Management		
Wages and sessional workers	40,823	69,078
EU Erasmus Partners	-	18,801
Rent	-	10,056
Insurance	272	252
Telephone	450	932
Postage and stationery	-	655
Membership and subscriptions	-	-
Computer expenses	-	1,522
Sundry Expenses	-	-
Legal and consultancy	-	1,080
Travel and motor expenses	-	-
Workshop and room hire	8,022	-
Refreshment	-	-
Small equipment	-	1,301
Payroll processing	-	-
Design, printing & publication	834	1,116
Volunteer expenses	750	790
Training	1,173	191
Training & learning materials	3,716	1,038
Service charges	-	-
Repairs and renewals	-	-
Publicity	744	1,042
	56,784	107,854
Information technology		
Fixtures and fittings	-	-
Computer equipment	-	-
	-	-
Other		
Rates and water	-	-
Other 3		
No description	-	24
Total resources expended	58,534	110,445
Net income/(expenditure)	- 28,440	37,077

6. Staff Costs

	2024	2023
	£	£
Wages and Salaries	40,823	69,078
Social security costs	-	-
Total	40,823	69,078

No employee received emoluments of more than £60,000

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2024 Number	2023 Number
Coordinator	1	1
Community Worker	1	1
Sessional Workers From EU	2	10
Outreach Worker	-	2
Administration and Support Worker	-	1
Total	4	15

The charity does not operate any pension scheme for its employees and does not make any any contribution

7. Trustee Remuneration and Related Party Transactions

No members of the management committee received any remuneration during the year

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

8. Taxation

As a charity, Diversity Rights is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

9. Tangible Fixed Assets

	Fixtures & Fittings Computer & Equipment	Total
Cost	£	£
At 01 April 2023	8,005	8,005
Additions	-	-
At 31 March 2024	<u>8,005</u>	<u>8,005</u>
Depreciation		
At 01 April 2023	6,750	6,750
For the year	640	640
At 31 March 2024	<u>7,390</u>	<u>7,390</u>
Net Book Value		
At 31 March 2024	<u>615</u>	<u>615</u>

10. Debtors

	2024 £	2023 £
Trade Debtors	-	-
Other Debtors	669	347
Total	<u>669</u>	<u>347</u>

11. Creditors: Amounts Falling Due Within One Year

	2024 £	2023 £
Bank Loans and Overdrafts	-	-
Taxation and Social Security	350	402
Other creditors and accruals	935	1,200
Total	<u>1,285</u>	<u>1,602</u>

12. Analysis of Net Assets Between Funds

	General Funds £	Restricted Funds £	Total Funds £
Tangible Fixed Assets			615
Current Assets			9,308
Current Liabilities			1,285
Total Net Assets as at 31 March 2024			<u>8,638</u>

14. Movements in Funds

	At 01 Apr 2023	Incoming Resources (Inc. Gains)	Outgoing Resources	Transfer	At 31 Mar 2024
	£	£	£	£	£
Restricted Funds:					
Big Lottery Fund - Reaching Communities Programme (Stand Up for Good Health and Wellbeing	- 1,397	1,397	-	-	-
North Central NHS	37,077	6,500	34,939	-	8,638
British Council EU/Erasmus	6,311	-	6,311	-	-
National Lottery Community Fund	-	9,218	9,218	-	-
GLA BSC	-	5,410	5,410	-	-
RFL BCFH	-	5,000	5,000	-	-
HMRC	-	2,827	2,827	-	-
Total Restricted Funds	41,991	30,352	63,705	-	8,638
Unrestricted Funds					
General Funds	- 4,913	4,913	-	-	-
Interest Received	-	-	-	-	-
Total Unrestricted Funds	- 4,913	4,913	-	-	-
Total Funds	37,078	35,265	63,705	-	8,638

Accounts

DIVERSITY LIVING SERVICES (DLS)

(A company limited by guarantee)

Report and Financial Statements For the Year Ended 31 March 2023

Registered Company Number : 04459816

Charity Registration Number : 1098916

Diversity Living Services (DLS)
(Registered Charity No. 1098916)

Financial Statements
For the Year Ended 31 March 2023

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Accountant:

MU-Classic & Associate Accountants
2nd Floor, Studio 46. Action House. 53 Sandgate Street, London. SE15 1LE

Diversity Living Services (DLS)
REPORT OF THE TRUSTEES
For the year ended 31 March 2023

The Management Committee presents its report and unaudited financial statements for the year ended 31 March 2023

Reference and Administrative Information

Charity Name: Diversity Living Services (DLS)

Registered Company number 04459816 (England and Wales)

Charity registration number: 1098916

Registered office
Suite 6, 3rd Floor
St. George Chambers
23 South Mall
London
N9 0TS

Trustees

L M Ahmed

M A Jama - appointed 15.8.19

M K Ciamala - appointed 15.8.19

Company Secretary

E Rukangira



Diversity Living Services (DLS)

Charity No:1098916. Company No: 04459816

Board of Trustees' Annual Report

For the year ended 31 March 2023

Diversity Living Services (DLS) is a long-established (2002) BAME-led organisation embedded in the disadvantaged Black, Asian, Minority and Refugee communities (BAMER) in the London Borough of Enfield.

The organisation focuses on promoting equality and diversity by supporting BAMER people in accessing services and opportunities through advice, training, advocacy, participation and engagement with mainstream services.

Our Values

We believe that everyone should have an equal opportunity to improve their life prospects and wellbeing but some of us face barriers to achieving this, due to such factors as discrimination, ethnic background, poverty, poor mental or physical health, family and cultural constraints, lack of skills, lack of awareness of options open to them. This motivated us to establish DLS, so that we can work to help BAMER people overcome these disadvantages and to ensure they have a voice. We also believe that increasing equality has a positive impact on society at large and that every member within it stands to gain from it.

Our services

- Providing general advice, training, guidance and information on a range of issues such as legal matters, housing, training, employment, education, health, social benefits, rights and entitlements, etc.
- Empowering young people to discover, develop and celebrate their skills and achieve their dreams in education, employment, entrepreneurship and arts.
- Helping unemployed people to access job training and work experience by working in partnership with local employers, employment services, colleges and other training organisations.
- Raising awareness within the refugee, black and ethnic minority communities of existing advice, guidance and mainstream services.
- Addressing health inequalities by improving access to health services, knowledge and information in order to help BAME people and communities to live healthier and longer.
- Helping and providing advice to asylum seekers, refugees and minority ethnic communities on ways of accessing employment, education and training opportunities.

Activities and Outcomes for the year ended March 2023

During the period of April 2022 to March 2023, Diversity Living Services' funds were used to implement the following projects:

1. Take the Leap Project

Take the Leap project is a funded project by Erasmus + Programme (KA2 - Cooperation for innovation and the exchange of good practices). The project was initiated and is coordinated by Diversity Living Services (DLS).

The project was implemented by 5 Partners: Diversity Living Services, Mobilizing Expertise (Sweden), Eprojectconsult (Italy), NGO Ritineitis (Latvia) and Association for Citizens Tolerance and Cooperation Prilep (The Republic of North Macedonia). The project partners have contributed to the project by researching, documenting and producing the information required for their training module.

The main project objectives were to create opportunities for young people who might otherwise feel excluded from the world of business.

Take the Leap Project aims to offer disadvantaged young people with fewer opportunities the support they need to build successful careers as entrepreneurs.

Entrepreneurship offers a solution which can create jobs, improve inclusion, social mobility and enhance the prospects of the next generation. In a world which is becoming more connected and reliant on digital, there is a host of opportunities for enterprising start-ups.

The Take the Leap project aims to develop, pilot and introduce online and face-to-face workshop-based training programme, and an innovative online training package geared sensitively to the specific needs of a young person facing social exclusion.

Entrepreneurship training plays a crucial role in providing aspiring business owners with the key ingredients they need to be successful at the first time of asking.

By so doing, we can level the playing field and give young people from disadvantaged backgrounds, some of the support their wealthier counterparts take for granted. If we are successful in this, everyone benefits.

Young people will have a route out of poverty. In doing so they will drive growth and employment opportunities for the wider economy.

Project Objectives:

- To improve young people's skills, experience and knowledge in relation to entrepreneurship.

- To support opportunities for young people in acquiring and developing key competences, including basic skills in order to foster employability, socio-educational and personal development, as well as participation in civic and social life.
- To support groups underrepresented among entrepreneurs.
- To increase youth workers and organisations capacity, competencies and professionalism by designing new methods and tools that will contribute to increasing professionalism, capacity and cooperation of youth organisations to provide effective support and training to young.
- To further professionalisation and competences development of youth workers and organisations.
- To improve youth organisations' ability to facilitate entrepreneurship training, providing socially excluded young people with bridges to self-employment and enterprise.
- To create more and equal opportunities for all young people in education and the labour market and business start-up.
- To offer disadvantaged young people with fewer opportunities the support they need to build successful careers as entrepreneurs.

The project was initiated to meet the following outcomes:

- Trained young people with fewer opportunities have increased knowledge and skills to start up their own business through the self-enrolment to the training course.
- Young people have increased confidence of starting a business as the result of improved knowledge of the challenges and how to overcome them.
- Young people have improved motivation, practical knowledge and skills for entrepreneurship or start-up among young people with fewer opportunities.
- A new digital resource creating in the form of our online Training Package geared to the specific needs of socially excluded youth.
- The training course will contribute to personal development for effective and successful start-up of a business.
- Young people have acquired skills and knowledge about entrepreneurship and are able to start successful business.
- Young people will learning new skills and build confidence to start their own businesses, identify and use the opportunities available.
- The training course provide best practices and skills in delivering entrepreneurship that can be used by youth workers and youth organisations.
- Youth workers and youth organizations have the training course as a tool to deliver training to young people with fewer opportunities.
- They have a new tool including methodologies for delivering entrepreneurship training for young people.

Project Activities:

- Developing new learning materials about entrepreneurship as new innovative tools and training for young people: Partners worked together to prepare the main Intellectual Output of the project: A training course for young people, youth workers and youth organisations.
- Each partner worker on a specific module to produce content in word, power point and pdf.
- Revisions of the draft modules to ensure the quality and effective use by young people and youth workers and organisations.
- Design the full content as word, pdf and Power Point versions.
- An introductory animated video was produced for each module.
- Translation of the IO in national languages.
- Designing a dedicated bespoke website to host the project results (www.taketheleap.org.uk) as one place for accessing resources about entrepreneurship.
- Involved young people as volunteers to contribute to the development of IO by researching the information to be featured on the website.
- Consultations with young people and stakeholders to provide inputs into the draft of the training course.
- Translation of the training material (multilingual section of the website).
- The project results are uploaded on the project website www.taketheleap.org.uk. Other platforms were created for further project activity and result dissemination.
- Multiplier events were organised online or face-to-face depending on the situation of covid-19 restrictions in each country participating in the project.
- Other activities include email newsletters, social media using relevant hashtags and groups, featuring the project results in local and national media, and designing video to increase awareness of the project results.

Project Achievements:

- A new online and face-to-face multilingual training course (specialised MOOC) about entrepreneurship for young people and the website that hosts it.
- A multilingual 5-day training module in form of syllabus with an introductory video presentation, text, pdf/PowerPoint versions to download, for individual learning, and as a tool for training young people by youth workers and organisations.
- About 500 young people, youth workers and youth organisations across Europe have been reached by the dissemination activities of the project.
- Over 150,000 people have been reached through online media, events, and dissemination of open-access resources.
- A new bespoke website containing the above project results.
- 30 young people participated in the online volunteering activities by creating their own website (www.proudstep.org.uk) and produced a job website directory and researched the website content featured on the website.

- A new online and face-to-face multilingual training course (specialised MOOC) about entrepreneurship for young people and the website that hosts it: <https://www.taketheleap.org.uk/>.
- A multilingual 5-day training module in form of e-book free to download, for individual learning, and as a tool for training young people by youth workers and organisations.
- About 500 young people, youth workers and youth organisations across Europe have been reached by the dissemination activities of the project.
- Over 150,000 people have been reached through online dissemination activities of the content of the website.
- A new bespoke website containing learning material and as one one-stop hub about youth entrepreneurship.
- 30 young people participated in the online volunteering activities by creating their own website (<https://www.proudstep.org.uk/>) and produced a job website directory.

Summary of Outcomes

Objectives:

Developing/trialling new innovative tools and training for young people.

Activities:

Developed MOOC about entrepreneurship education.

Targets:

Young people and youth workers at local, regional, national, EU and International Levels.

Outcomes:

- Young people have acquired skills and knowledge about entrepreneurship.
- Young people can start successful business.
- Youth workers have acquired skills and capacity to train young people in entrepreneurship.

Objectives:

Supporting young people to develop their project ideas especially in practical social entrepreneurship.

Activities:

Researched and providing relevant information for dissemination on website blog, social media page and newsletter.

Targets:

Young people and youth workers at local, regional, national, EU and international levels

Outcomes:

Young people report that they have transformed their ideas in viable and sustainable businesses.

Objectives:

Supporting groups underrepresented among entrepreneurs.

Activities:

- Provided online information, advice, signposting to young people with fewer opportunities in accessing to business related funding and other opportunities.

Targets:

- Young people with fewer opportunities including migrants, refugees and young people from families with lower incomes.

Outcomes:

Disadvantaged young people report that they have secured funding or are aware of sources of funding to start a business.

Objective:

Further professionalisation and competences development of youth

Activities:

Designed MOOC to be used by youth workers for face-to-face training.

Targets:

Youth workers, youth organisations, schools, colleges and universities.

Outcomes:

- Youth workers and organisations report that the training curriculum is useful.
- Youth workers and organisations report that they have improved their skills and knowledge about training methodologies for entrepreneurship education.

Objectives:

Improving youth organisations' ability to facilitate entrepreneurship training, providing socially excluded young people with bridges to self-employment and enterprise.

Activities:

- Designed a MOOC about entrepreneurship for use by youth organisations for training young people.
- Disseminated information and knowledge about entrepreneurship.

Targets:

- Youth workers and youth organisations.

Outcomes:

Increased skills and knowledge about entrepreneurship and abilities to start a business.

Objectives:

Providing online information to promote confidence, creative/entrepreneurial thinking, skills recognition, problem-solving and training in business skills such as writing a business plan, marketing, etc.

Activities:

- Created MOOC for self-training or as a tool for training delivery by youth workers and organisations.
- Created a directory of youth organisations at the national level.

Targets:

- Young People and Youth workers

Outcomes:

Young people report that they have increased their confidence in starting a business.

Objectives:

Creating more and equal opportunities for all young people in education and the labour market.

- Provided information about job opportunities and career advice through the website and social media platforms.
- Compiled a directory of Job websites at national level.

Targets:

Disadvantaged young people with fewer opportunities.

Outcomes:

Young people with fewer opportunities have used their employability skills, have access to full time or part-time jobs.

Objectives

Raising awareness about the project results at local, national, regional and international levels

Activities:

- Established a dedicated and professional project website and ensure it is kept up to date.
- Registered the project to EU Project results Platform and other Youth and adult education/ entrepreneurship platforms.
- Dissemination at local and national levels through local social media platforms.
- Dissemination at the EU and international level through the project website and social media pages.

Targets:

Young people, youth organisations and workers, training organisations, decision makers, youth professionals, etc.

Outcomes:

Stakeholders are aware of the MOOC have improved their skills and knowledge about entrepreneurship.

Health Inequalities Project:

We implemented this two-year project funded by NHS North Central London Integrated Care Board.

The project addressed the **health** inequalities by promoting health and wellbeing for BAME communities living in deprived areas of Enfield through a variety of activities including health awareness workshops, access to employment, face-to-face advice, dealing with complaints to health services, outreach support, signposting and referral to specialist services and information dissemination.

Objectives of the project:

- Support the service users to have access to the services and opportunities that will contribute to addressing the underlying inequalities that may contribute to poor health.
- Raise awareness about and encouraging communities to accessing to screenings, vaccinations and immunisations.
- Provide health education to enable BAME individuals to better self-manage their health conditions.
- Raise awareness of health issues in the BAME community through outreach and providing health workshops.
- Provide advice, guidance, training and skills development to unemployed people to increase their employability and adaptability and to enable them to

identify and access new employment opportunities to become more economically independent.

Activities undertaken to achieve the above objectives:

The following activities were undertaken:

- Provided general information about health services including displaying specific take-away booklets, leaflets, health guides about priority health conditions affecting BAME communities and information about health-related entitlements and social welfare. These activities supported about **1,500 people**.
- Provided information and referrals to about **175 people** about opportunities for adopting healthy lifestyles that include participating in sports, exercise sessions, walking groups, cycling, etc.
- Distributed a monthly e-newsletter to over **3500 subscribers** about health information.
- Distributed a number of publications for participants and community members on different health conditions such as cancer, diabetes, and blood pressure that are available in the organisations such as Diabetes UK, British Heart Foundation and many more and which are already translated in community languages.
- Organised stands in Edmonton Green and Fore Street Libraries to raise awareness of available health services by displaying ready-made health information at the stand and providing health checks.
- We delivered 15 health workshops that were attended **645 people**.
- We provided health blood pressure checks to about **5000 people**.

Our M&E records show that:

- 70% of our service users have increased their knowledge about health issues and are more confident about how to manage their own health and are more able to engage with preventive measures such as adopting healthy lifestyles that include participation in sports, exercise sessions, walking groups, and cycling.
- 80% of BAME service users report that their health has improved as the result of reduced cultural barriers/ myths and having access to better and appropriate use of and access to healthcare services (e.g., registration with GP, access to health check, vaccinations, health checks and immunisations, antenatal and postnatal care, smoking cessation services and other services).
- 80% of BAME service users report that they are more aware of health risks they face, when, why, where and how to seek a timely diagnosis and treatment.
- 70% of BAME service report that they have solved their problems with health services through advocacy support and complaining support.

**Accountant's Report To The Trustees of
Diversity Living Services (DLS)
For The Year Ended 31 March 2023**

I report on the accounts of the Trust for the year ended 31 March 2023, which are set out on pages 6 to 9.

Respective responsibilities of trustees and Accountant

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2015 (the 2015 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2015 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2015 Act; and
- to state whether particular matters have come to my attention.

Basis of Accountant's report

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2015 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2015 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

MU - CLASSIC & ASSOCIATES ACCOUNTANTS
2nd Floor, Studio 46. Action House.
53 Sandgate Street, London.
London
SE15 1LE

Date: 27/11/2023
MU-CLASSIC & ASSOCIATES
ACCOUNTANTS
2nd Floor, 37-39 Peckham High Street. SE15 5EB
02077033044 / 07984420522

DIVERSITY LIVING SERVICES (DLS)

STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenditure)

FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
	Note				
INCOMING RESOURCES	2				
North Central NHS		-	128,980	128,980	-
British Council EU/Erasmus		-	18,542	18,542	-
Voluntary Income		-	-	-	4,986
Gov Grant - Furlough		-	-	-	7,826
Total Income Resources		-	147,522	147,522	12,812
RESOURCES EXPENDED					
Charitable Activities					
North Central NHS		-	91,903	91,903	-
British Council EU/Erasmus		-	18,542	18,542	41,348
Health Innovation Fund		-	-	-	4,986
Others		-	-	-	7,826
Governance costs		-	-	-	2,300
Total Resources Expended		-	110,445	110,445	56,460
Net Incoming /Outgoing Resources		-	37,077	37,077	- 43,648
RECONCILIATION OF FUNDS					
Total Funds Brought Forward		1	-	1	43,649
Total Funds Carried Forward		1	37,077	37,078	1

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities

DIVERSITY LIVING SERVICES (DLS)
BALANCE SHEET AT 31 MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total Funds	2022 Total Funds £
FIXED ASSETS					
Tangible Assets	5		1,255	1,255	595
CURRENT ASSETS					
Debtors	10	-	347	347	802
Cash at Bank and in Hand	10	1	37,077	37,078	1
		<u>1</u>	<u>37,424</u>	<u>37,425</u>	<u>803</u>
CREDITORS: Amounts falling due within one year	11	-	1,602	1,602	1,397
NET CURRENT ASSETS			<u>35,823</u>	<u>35,823</u>	<u>- 594</u>
NET ASSETS	12		<u><u>37,078</u></u>	<u><u>37,078</u></u>	<u><u>1</u></u>
ACCUMULATED FUNDS					
Unrestricted			1	1	1
Restricted			37,077	37,077	-
Total Funds	12		<u><u>37,078</u></u>	<u><u>37,078</u></u>	<u><u>1</u></u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006

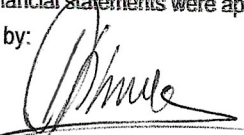
The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on and were signed on its behalf by:


L M Ahmed -Trustee

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 2006 and the Statement of Recommended Practice: Accounting and reporting by Charities issued in March 2005.

(b) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market values.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through their terms

(c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity entitled to the income and the amount can be quantified with reasonable accuracy.

The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Clothing and other items donated for resale through the charity's shop are included as incoming resources within activities for generating funds when they are sold.

Investment income is included when receivable.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

Notes forming part of the Financial Statements for the year ended 31 March 2023

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

(d) Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fund raising purposes including the charity's shop.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly to others are apportioned on an appropriate basis e.g. floor areas, per capita or estimated usage as set out in Note 4.

(e) Fixed Assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £ 1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 4 years.

2. Incoming Resources from Activities to further the Charity's Objects

	Unrestricted	Restricted	2023 Total	2022 Total
	£	£	£	£
Voluntary Income	-	-	-	4,986
Gov Grant - Furlough	-	-	-	7,826
North Central NHS	-	128,980	128,980	-
EU Erasmus	-	18,542	18,542	-
	<u>-</u>	<u>147,522</u>	<u>147,522</u>	<u>12,812</u>

3. Investment Income

	2023 Total	2022 Total
	£	£
Interest Received	-	-
	<u>-</u>	<u>-</u>

4. Total Resources Expended

Cost Directly Allocated to Activities	2,023	2022
	Total	Total
Governance costs		
Accountancy	2,567	2,300
Support costs Management		
Wages and sessional workers	69,078	25,412
EU Erasmus Partners	18,801	
Rent	10,056	-
Insurance	252	-
Telephone	932	1,040
Postage and stationery	655	135
Membership and subscriptions	-	-
Computer expenses	1,522	1,380
Sundry Expenses	-	44
Legal and consultancy	1,080	-
Travel and mortor expenses	-	939
Workshop and room hire	-	1,368
Refreshment	-	-
Small equipment	1,301	-
Payroll processing	-	-
Design, printing & publication	1,116	-
Volunteer expenses	790	-
Training	191	-
Training & learning materials	1,038	23,813
Service charges	-	-
Repairs and renewals	-	-
Publicity	1,042	-
	<u>107,854</u>	<u>54,132</u>
Information technology		
Fixtures and fittings	-	-
Computer equipment	-	-
	<u>-</u>	<u>-</u>
Other		
Rates and water	-	-
	<u>-</u>	<u>-</u>
Other 3		
No description	24	27
	<u>24</u>	<u>27</u>
Total resources expended	<u><u>110,445</u></u>	<u><u>56,460</u></u>
Net income/(expenditure)	<u><u>37,077</u></u>	<u><u>- 43,648</u></u>

6. Staff Costs

	2023	2022
	£	£
Wages and Salaries	69,078	25,412
Social security costs	-	-
Total	69,078	25,412

No employee received emoluments of more than £60,000

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2023 Number	2022 Number
Coordinator	1	1
Community Adviser	1	1
Sessional Workers From EU	10	10
Outreach Worker	2	2
Administration and Support Worker	1	1
Total	15	15

The charity does not operate any pension scheme for its employees and does not make any any contribution

7. Trustee Remuneration and Related Party Transactions

No members of the management committee received any remuneration during the year

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

8. Taxation

As a charity, Diversity Living Services (DLS) is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

9. Tangible Fixed Assets

	Fixtures & Fittings Computer & Equipment	Total
Cost	£	£
At 01 April 2022	6,705	6,705
Additions	1,300	1,300
At 31 March 2023	<u>8,005</u>	<u>8,005</u>
Depreciation		
At 01 April 2022	6,110	6,110
For the year	640	640
At 31 March 2023	<u>6,750</u>	<u>6,750</u>
Net Book Value		
At 31 March 2023	<u>1,255</u>	<u>1,255</u>

10. Debtors

	2023 £	2022 £
Trade Debtors	-	-
Other Debtors	347	802
Total	<u>347</u>	<u>802</u>

11. Creditors: Amounts Falling Due Within One Year

	2023 £	2022 £
Bank Loans and Overdrafts	-	-
Taxation and Social Security	402	-
Other creditors and accruals	1,200	1,397
Total	<u>1,602</u>	<u>1,397</u>

12. Analysis of Net Assets Between Funds

	General Funds £	Restricted Funds £	Total Funds £
Tangible Fixed Assets			1,255
Current Assets			37,425
Current Liabilities			1,602
Total Net Assets as at 31 March 2023			<u>37,078</u>

14. Movements in Funds

	At 01 Apr 2022	Incoming Resources (Inc. Gains)	Outgoing Resources	Transfer	At 31 Mar 2023
	£	£	£	£	£
Restricted Funds:					
Big Lottery Fund - Reaching Communities Programme (Stand Up for Good Health and Wellbeing	- 1,397	-	-	-	- 1,397
North Central NHS	-	128,980	91,903	-	37,077
British Council EU/Erasmus	6,311	18,542	18,542	-	6,311
London Community Foundation	-	-	-	-	-
Total Restricted Funds	4,914	147,522	110,445	-	41,991
Unrestricted Funds					
General Funds / Furlough	- 4,913	-	-	-	- 4,913
Interest Received	-	-	-	-	-
Total Unrestricted Funds	- 4,913	-	-	-	- 4,913
Total Funds	1	147,522	110,445	-	37,078

Accounts

DIVIRSIY LIVING SERVICES

(A company limited by guarantee)

Report and Financial Statements For the Year Ended 31 March 2021

Registered Company Number : 04459816
Charity Registration Number : 1098916

Diversity Living Services
(Registered Charity No. 1098916)

Financial Statements
For the Year Ended 31 March 2021

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Diversity Living Services
REPORT OF THE TRUSTEES
For the year ended 31 March 2021

The Management Committee presents its report and unaudited financial statements for the year ended 31 March 2021

Reference and Administrative Information

Charity Name: Diversity Living Services

Registered Company number 04459816 (England and Wales)

Charity registration number: 1098916

Registered office
54-56 1st Floor
The Market Square
Edmonton Green
London
N9 0TZ

Trustees

L M Ahmed

R Jameel

M A Jama - appointed 15.8.19

M K Ciamala - appointed 15.8.19

Company Secretary

E Rukangira

Accountant:

MU-Classic & Associate Accountants
2nd Floor, 37-39 Peckham High Street, London. SE15 5EB

Trustees' Annual Report

During the period of April 2020 to March 2021, Diversity Living Services' funds were used to implement the following projects:

Take the Leap is a funded project by Erasmus + Programme (KA2 - Cooperation for innovation and the exchange of good practices).

The project was initiated and is coordinated by **Diversity Living Services (DLS)**. DLS is UK registered Company and charity was set up to promote diversity and inclusion. Among their objectives is to create opportunities for young people who might otherwise feel excluded from the world of business.

The project implemented by 5 Partners: Diversity Living Services, **Mobilizing Expertise** (Sweden), **Eprojectconsult** (Italy), **NGO Ritineitis** (Latvia) and **Association For Citizens Tolerance And Cooperation Prilep** (The Republic of North Macedonia).

The project was initiated and is coordinated by Diversity Living Services (DLS). DLS is UK registered Company and charity that was set up to promote diversity and inclusion.

Among their objectives is to create opportunities for young people who might otherwise feel excluded from the world of business. This underpins everything we have been trying to with this project. The world of business is an extremely unequal playing field. If you come from the wrong background you'll find a number of barriers standing in your way.

However, many people feel excluded. Take the Leap Project aims to offer disadvantaged young people with fewer opportunities the support they need to build successful careers as entrepreneurs.

Entrepreneurship offers a solution which can create jobs, improve inclusion, social mobility and enhance the prospects of the next generation. In a world which is becoming more connected and reliant on digital, there is a host of opportunities for enterprising start-ups.

Europe's future may depend on the extent to which it allows the next generation to embrace those opportunities.

The Take the Leap project aims to fill this gap by developing, piloting and introducing online and face-to-face workshop-based training programme, and an innovative online Training Package geared sensitively to the specific needs of a young person facing social exclusion.

Entrepreneurship training plays a crucial role in providing aspiring business owners with the key ingredients they need to be successful at the first time of asking.

By so doing, we can level the playing field and give young people from disadvantaged backgrounds, some of the support their wealthier counterparts take for granted. If we are successful in this, everyone benefits.

Young people will have a route out of poverty. In doing so they will drive growth and employment opportunities for the wider economy. Most of all, we'll be unlocking the hidden potential within many people which all too often goes to waste.

The project was initiated to meet the following outcomes:

- Trained young people with fewer opportunities have increased knowledge and skills to start up their own business through the self-enrolment to the training course
- Young people have increased confidence of starting a business as the result of improved knowledge of the challenges and how to overcome them.
- Young people have improved motivation, practical knowledge and skills for entrepreneurship or start-up among young people with fewer opportunities
- A new digital resources creating in the form of our online Training Package geared to the specific needs of socially excluded youth.
- The training course will contribute to personal development for effective and successful start-up of a business
- Young people have acquired skills and knowledge about entrepreneurship and are able to start successful business
- Young people will learning new skills and build confidence to start their own businesses, identify and use the opportunities available.
- The training course provide best practices and skills in delivering entrepreneurship that can be used by youth workers and youth organisations
- Youth workers and youth organizations have the training course as a tool to deliver training to young people with fewer opportunities
- They have a new tool including methodologies for delivering entrepreneurship training for young people.

Project Objectives:

- To improve young people's skills, experience and knowledge in relation to entrepreneurship
- To support opportunities for young people in acquiring and developing key competences, including basic skills in order to foster employability, socio-educational and personal
- development, as well as participation in civic and social life.
- To support groups underrepresented among entrepreneurs.
- To increase youth workers and organisations capacity, competencies and professionalism by designing new methods and tools that will contribute to increasing

- professionalism, capacity and cooperation of youth organisations to provide effective support and training to young.
- To further professionalisation and competences development of youth workers and organisations.
- To improve youth organisations' ability to facilitate entrepreneurship training, providing socially excluded young people with bridges to self-employment and enterprise.
- To create more and equal opportunities for all young people in education and the labour market and business start-up.
- To offer disadvantaged young people with fewer opportunities the support they need to build successful careers as entrepreneurs.

Project Activities:

- Developing new learning materials about entrepreneurship as new innovative tools and training for young people: Partners worked together to prepare the main Intellectual Output of the project: A training course for young people, youth workers and youth organisations:
- Each partner worker on a specific module to produce content in word, power point and pdf
- Revisions of the draft modules to ensure the quality and effective use by young people and youth workers and organisations
- Design the full content as word, pdf and Power Point versions
- An introductory animated video was produced for each module
- Translation of the IO in national languages
- Designing a dedicated bespoke website to host the project results (www.taketheleap.org.uk) as one place for accessing resources about entrepreneurship
- Involved young people as volunteers to contribute to the development of IO by researching the information to be featured on the website.
- Consultations with young people and stakeholders to provide inputs into the draft of the training course
- Translation of the training material (multilingual section of the website).
- The project results are uploaded on the project website www.taketheleap.org.uk. Other platforms were created for further project activity and result dissemination
- Multiplier events were organised online or face-to-face depending on the situation of covid-19 restrictions in each country participating in the project.
- Other activities include email newsletters, social media using relevant hashtags and groups, featuring the project results in local and national media, and designing video to increase awareness of the project results.

Project Achievements:

- A new online and face-to-face multilingual training course (specialised MOOC) about entrepreneurship for young people and the website that hosts it: www.taketheleap.org.uk

- A multilingual 5-day training module in form of syllabus with an introductory video presentations, text, pdf/PowerPoint versions to download, for individual learning, and as a tool for training young people by youth workers and organisations
- About 500 young people, youth workers and youth organisations across Europe have been reached by the dissemination activities of the project
- Over 150,000 people have been reached through online media, events, & dissemination of open-access resources
- A new bespoke website containing the above project results
- 30 young people participated in the online volunteering activities by creating their own website (www.proudstep.org.uk) and produced a job website directory and researched the website content featured on the website.

The funding from London Community Foundation, National Lottery Community Fund and City Bridge Trust (London Community Response Fund) was used to pay wages for sessional workers who implemented the following activities:

Media and health professionals (BBC, The Guardian and the Intensive Care National Audit and Research Centre) have found that there is "emerging evidence" to suggest coronavirus is having a disproportionate impact on BAME communities. The Intensive Care National Audit and Research Centre found that 34% of more than 3,000 critically ill coronavirus patients identified as BAME communities.

Health professionals point out that underlying health conditions that are prevalent in BAME communities such as diabetes, heart diseases, kidney diseases and high-blood pressure could also be a factor.

Black and other minority ethnic individuals make up a large share of jobs considered essential in tackling the virus. They are over-represented among families living in poverty and over-crowded housing.

Self-isolation in larger households could be difficult, for example. They're also more likely to be in low-paid jobs or key workers - crucial transport and delivery staff, health care assistants, hospital cleaners, adult social care workers as well as in the NHS.

All of which bring them into more contact with coronavirus that they can bring to home and so increase their risk to serious-illness and death.

The following activities were implemented:

- Identified and contacted 150 BAME people to assess what their needs are
- Providing information and advice through video conference system(Zoom.us) and online through our e-newsletter that reaches 1,800 subscribers
- Disseminated covid related support and information through our e-newsletter with 1,800 BAME subscribers with particular focus to NHS Advice and information and Government recommendations for self-protection against COVID-19.
- Service users were helped thorough one-to-one support: direct email messages, Zoom meetings and telephone

- Referred families to Enfield Food Bank
- Explained the COVID-19 legislation in relation to renting and eviction to 4 people who faced eviction after having lost their jobs
- Provided advice about access to child benefit to a migrant family with one parent who has lost a his job. They have told us that their application was successful.
- Provided advice to a group of women in relation to their rights regarding domestic violence
- Disseminated information about all government support available including self-employment grants, businesses grants and loans, job retention scheme and urged our service users to apply

DLS implemented the Mayor of London Citizen Led Engagement project about undertaking research about Effective ways of ending serious youth violence in London.

The research aimed to respond to the following questions:

- How parents can contribute to fight serious youth violence ?
- What the Government and the Mayor of London should do to end serious youth violence ?
- Which community services for young people are need to fight serious youth violence ?
- How can young people be involved or mobilised to fight serious youth violence?

The funding for Home Office Vulnerable Children's Charities Funding uplift in light of COVID19 was used to implement the following activities:

- Young people receiving information online through FB page
- Created a Facebook page where 150 young have subscribed to receive information about job opportunities, starting a business, etc.
- A stand was organised in Edmonton Green Library every Saturday to enable young people have access to the information about opportunities and services
- One-to-one meeting with 17 Young people at Edmonton Green Library to discuss their needs and signpost them to various services
- Re-connected with our young people to find out what they needs are, particularly Young People NEET
- Signposted young people to other sources of help if needed regarding access to services and opportunities back to school, housing, benefits, and employment;
- Organised one Zoom meeting per month for at least 10 young people
- Organised one face-to-face group meeting for at least 15 young people.

Challenges:

Due to the Covid-19 crisis, most of the project face-to-face and physical activities such as workshops, the one-to-one health coaching and advice sessions, outreach and mobile health stands could no longer go ahead as planned.

Since the March 2020 when the COVID-19 pandemic started, we have been able to continue providing services to our 175 young people who are registered to our

services. Those young people include 30 young people who were involved in the Youth Violence Project that was funded by the Mayor of London.

However, DLS staff worked hard to ensure that health information was still provided online and through the DLS newsletter.

DLS staff also adapted to the circumstances by calling the service users to provide as much information, guidance and support as possible.

As there is no more drop-in option to our premises and the library was closed due to COVID-19, we have had to use the contact details of our past service users to arrange telephone advice and ZOOM meeting. Our service users then helped us to identify other participants.

It was not possible to display leaflets in public areas as usual done. The only option was to use email, telephone, e-newsletter and Zoom meeting.

**Accountant's Report To The Trustees of
Diversity Living Services
For The Year Ended 31 March 2021**

I report on the accounts of the Trust for the year ended 31 March 2021, which are set out on pages 6 to 9.

Respective responsibilities of trustees and Accountant

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2015 (the 2015 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2015 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2015 Act; and
- to state whether particular matters have come to my attention.

Basis of Accountant's report

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2015 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2015 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

MU - CLASSIC & ASSOCIATES ACCOUNTANTS
2nd Floor, 37-39 Peckham High Street
London
SE15 5EB

Date: 31/01/2022
MU-CLASSIC & ASSOCIATES
ACCOUNTANTS
2nd Floor, 37-39 Peckham High Street. SE15 5EB
02077033044 / 07984420522

DIVERSITY LIVING SERVICES
STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenditure)
FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOMING RESOURCES					
Voluntary Income	2	-	109,316	109,316	158,152
Gov Grant - Furlough		34,596	-	34,596	-
Total Income Resources		34,596	109,316	143,912	158,152
RESOURCES EXPENDED					
Charitable Activities					
Big Lottery Fund - Reaching Communities Programme (Stand Up for Good Health and Wellbeing)					
		-	35,628	35,628	133,358
Greater London Authority		-	2,880	2,880	12,000
British Council EU/Erasmus		-	60,415	60,415	3,742
London Community Foundation		-	8,785	8,785	-
City Bridge Trust		-	1,980	1,980	-
Refuge Council		-	150	150	486
Governance costs		-	4,392	4,392	3,204
Total Resources Expended		-	114,230	114,230	152,790
Net Incoming /Outgoing Resources		34,596	- 4,914	29,682	5,362
RECONCILIATION OF FUNDS					
Total Funds Brought Forward	-	450	14,417	13,967	8,605
Total Funds Carried Forward		34,146	9,503	43,649	13,967

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities

DIVERSITY LIVING SERVICES
BALANCE SHEET AT 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total Funds	2020 Total Funds £
FIXED ASSETS					
Tangible Assets	5		1,235	1,235	525
CURRENT ASSETS					
Debtors	10	-	2,045	2,045	1,200
Cash at Bank and in Hand	10	42,346	-	42,346	15,814
		<u>42,346</u>	<u>2,045</u>	<u>44,391</u>	<u>17,014</u>
CREDITORS: Amounts falling due within one year	11	-	1,977	1,977	3,572
NET CURRENT ASSETS			<u>42,414</u>	<u>42,414</u>	<u>13,442</u>
NET ASSETS	12		<u><u>43,649</u></u>	<u><u>43,649</u></u>	<u><u>13,967</u></u>
ACCUMULATED FUNDS					
Unrestricted			34,146	34,146	-
Restricted			9,503	9,503	450
Total Funds	12		<u><u>43,649</u></u>	<u><u>43,649</u></u>	<u><u>13,967</u></u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on and were signed on its behalf by:

L M Ahmed - Trustee


31/01/2022

Notes forming part of the Financial Statements for the year ended 31 March 2021

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 2006 and the Statement of Recommended Practice: Accounting and reporting by Charities issued in March 2005.

(b) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market values.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through their terms

(c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity entitled to the income and the amount can be quantified with reasonable accuracy.

The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Clothing and other items donated for resale through the charity's shop are included as incoming resources within activities for generating funds when they are sold.

Investment income is included when receivable.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

Notes forming part of the Financial Statements for the year ended 31 March 2021

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

(d) Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fund raising purposes including the charity's shop.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly to others are apportioned on an appropriate basis e.g. floor areas, per capita or estimated usage as set out in Note 4.

(e) Fixed Assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £ 1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 4 years.

2. Incoming Resources from Activities to further the Charity's Objects

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Voluntary Income	-	109,316	109,316	158,152
Gov Grant - Furlough	34,596	-	34,596	-
	<u>34,596</u>	<u>109,316</u>	<u>143,912</u>	<u>158,152</u>

3. Investment Income

	2021 Total £	2020 Total £
Interest Received	-	-
	<u>-</u>	<u>-</u>

4. Total Resources Expended

Cost Directly Allocated to Activities	2021 Total	2020 Total
Governance costs		
Accountancy	4,392	3,204
Support costs Management		
Wages and sessional workers	50,184	88,820
Rent	12,114	14,400
Insurance	500	644
Telephone	3,854	6,379
Postage and stationery	859	2,531
Membership and subscriptions	-	-
Computer expenses	1,650	2,552
Sundry Expenses	13	163
Legal and consultancy	4,913	5,266
Travel and motor expenses	389	1,464
Workshop and room hire		2,758
Refreshment	281	1,245
Small equipment	569	2,215
Payroll processing	-	804
Design, printing & publication	450	-
Volunteer expenses	557	1,243
Training	-	-
Training & learning materials	27,487	11,594
Service charges	950	1,212
Repairs and renewals	1,485	2,056
Publicity	916	980
	<u>107,173</u>	<u>144,718</u>
Information technology		
Fixtures and fittings	250	468
Computer equipment	1,100	3,022
	<u>1,350</u>	<u>3,490</u>
Other		
Rates and water	1,200	1,200
Other 3		
No description	115	180
Total resources expended	<u><u>114,230</u></u>	<u><u>152,792</u></u>
Net income/(expenditure)	<u><u>29,682</u></u>	<u><u>5,360</u></u>

6. Staff Costs

	2021 £	2020 £
Wages and Salaries	50,184	88,820
Social security costs	-	-
Total	50,184	88,820

No employee received emoluments of more than £60,000

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2021 Number	2020 Number
Coordinator	1	1
Community Adviser	1	1
Sessional Workers From EU	10	10
Outreach Worker	2	4
Administration and Support Worker	1	1
Total	15	17

The charity does not operate any pension scheme for its employees and does not make any any contribution

7. Trustee Remuneration and Related Party Transactions

No members of the management committee received any remuneration during the year

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

8. Taxation

As a charity, Diversity Living Services is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

9. Tangible Fixed Assets

	Fixtures & Fittings Computer & Equipment £	Total £
Cost		
At 01 April 2020	5,355	5,355
Additions	1,350	1,350
At 31 March 2021	<u>6,705</u>	<u>6,705</u>
Depreciation		
At 01 April 2020	4,830	4,830
For the year	640	640
At 31 March 2021	<u>5,470</u>	<u>5,470</u>
Net Book Value		
At 31 March 2021	<u>1,235</u>	<u>1,235</u>

10. Debtors

	2021 £	2020 £
Trade Debtors	-	-
Other Debtors	2,045	1,200
Total	<u>2,045</u>	<u>1,200</u>

11. Creditors: Amounts Falling Due Within One Year

	2021 £	2020 £
Bank Loans and Overdrafts	-	886
Taxation and Social Security	322	347
Other creditors and accruals	1,655	2,339
Total	<u>1,977</u>	<u>3,572</u>

12. Analysis of Net Assets Between Funds

	General Funds £	Restricted Funds £	Total Funds £
Tangible Fixed Assets			1,235
Current Assets			44,391
Current Liabilities			1,977
Total Net Assets as at 31 March 2021			<u>43,649</u>

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Tangible Fixed Assets			1,235
Current Assets			44,391
Current Liabilities			1,977
Total Net Assets as at 31 March 2021			<u>43,649</u>

14. Movements in Funds

	At 01 Apr 2020	Incoming Resources (Inc. Gains)	Outgoing Resources	Transfer	At 31 Mar 2021
	£	£	£	£	£
Restricted Funds:					
Big Lottery Fund - Reaching Communities Programme (Stand Up for Good Health and Wellbeing	- 1,397	35,628	35,628	-	- 1,397
British Council		60,415	60,415	-	
Greater London Authority		2,880	2,880	-	-
British Council EU/Erasmus	15,814	60,415	60,415	-	15,814
London Community Foundation		8,785	8,785	-	-
City Bridge Trust		1,980	1,980	-	-
Refuge Council		150	150	-	-
Total Restricted Funds	14,417	170,254	170,253	-	14,417
Unrestricted Funds					
General Funds / Furlough	- 450	34,596	4,914	-	29,232
Interest Received		-	-	-	-
Total Unrestricted Funds	- 450	34,596	4,914	-	29,232
Total Funds	13,967	204,849	175,167	-	43,649