

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

Date:
MU-CLASSIC & ASSOCIATES
ACCOUNTANTS
www.mucaaccountants.co.uk
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