DIANA AWARD

England & Wales · Charity number 1117288

Details

Other names	PRINCESS DIANA MEMORIAL AWARD FOR YOUNG PEOPLE
Status	Registered
Legal form	Charitable company
Company number	05739137
Registered	2006-12-18
Register	View on the Charity Commission register

Contact

Address	WeWork 1 St Katharines Way London E1W 1UN
Phone	020 3934 2160
Email	info@diana-award.org.uk
Website	www.diana-award.org.uk

Activities

Objects: FOR SUCH OBJECTS AND PURPOSES IN ANY PART OF THE WORLD AS SHALL BE EXCLUSIVELY CHARITABLE IN LAW AND IN SUCH MANNER AS THE COMPANY SHALL DETERMINE AND IN PARTICULAR BUT NOT LIMITED TO THE GENERALITY OF THE FOREGOING TO ADVANCE PROMOTE AND FOSTER EDUCATION, CITIZENSHIP AND LEARNING AMONG YOUNG PEOPLE.

Activities: The Diana Award is a legacy to Princess Diana?s belief that young people have the power to change the world . Our aims are to: empower young people to achieve their full potential, engage them in social action and encourage them for their contribution. We achieve these aims though four core programmes which focuses on Antibullying, Social Mobility, Mentoring and an Award Scheme.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People

Geography

- **Area of benefit:** WORLDWIDE
- Belgium
- Croatia
- Denmark
- Greece
- Scotland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,039,158	£2,266,460	£670,649	42
2024-03-31	£2,695,057	£2,710,409	£897,951	49
2023-03-31	£2,638,073	£2,368,490	£913,303	49
2022-03-31	£2,166,899	£2,017,931	£643,720	45
2021-03-31	£1,323,269	£1,321,206	£494,752	23

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Trustees

Name	Role	Appointed
Rebecca Crook	Chair	2024-04-01
Benjamin Wynter		2025-10-23
Daniel Lawes		2022-02-17
Dr Enya Doyle		2025-10-24
Fahan Ibrahim-Hashi		2022-02-17
John Russo		2025-10-23
Margaret Manning		2024-04-01
Nana Yaa Owusu		2025-10-23

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DIANA AWARD

England & Wales - Charity number 1117288

Accounts

REGISTERED COMPANY NUMBER: 05739137 (England and Wales)
REGISTERED CHARITY NUMBER: 1117288

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Report of the Trustees and

Financial Statements

for the Year Ended 31 March 2025

for

Diana Award

Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Contents of the Financial Statements for the Year Ended 31 March 2025

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Report of the Trustees for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

About The Diana Award

The Diana Award is the only charity legacy to Diana, Princess of Wales, founded on the belief that young people have the power to change the world. We are proud to have her sons, The Prince of Wales and The Duke of Sussex, as our supporters.

Our Mission

We exist to empower young people to make positive change. However, we recognise the significant challenges that hinder young people from realising their full potential and effecting change.
Young people face substantial barriers that impact their ability to change the world:

- Challenges to Mental Health and Wellbeing: Young people today struggle with mental health issues exacerbated by systemic inequalities and a lack of supportive environments.
- Social and Economic Barriers: Financial insecurity and limited access to resources prevent young people from pursuing their goals and achieving social mobility.
- Not Being Listened To: Young people often feel unheard and misunderstood by those in power, leading to a loss of agency and influence over decisions that affect their lives.

For the past 25 years, The Diana Award has been dedicated to addressing these challenges and empowering young people to overcome these obstacles. Our mission is to see young people with improved mental health and wellbeing, equitable access to opportunities, and greater power and influence over decisions that shape their futures.

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVES AND ACTIVITIES

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Our Work

To achieve our Mission, we have developed a range of programmes that target these critical areas:

1. Mental Health and Wellbeing

a. **Anti-Bullying Ambassadors Program**: Training young people to become ambassadors who tackle bullying in their schools and communities, fostering safer and more supportive environments. This includes training which addressing racial hate, homophobic and transphobic hate and promoting culturally competent mental health support for young people.

b. **Young Changemakers**: A project led by young co-producers aged 16-25 with a passion for and or lived experience of mental health and racial injustice.

2. Social and Economic Barriers

a. **Mentoring and Career Development**: Providing online career training, one-on-one mentoring, and work experience opportunities to expose young people to diverse career options and help them navigate professional challenges.

3. Empowering Young People's Voice and Agency

a. **Diana Award and Development Programme**: Recognising young people's contributions to social change and providing development opportunities to enhance their leadership and impact.

b. **Centre for Social Action**: An online platform offering skills-building, networking, and resources to support young changemakers globally .

These programmes are designed to equip young people with the tools, support, and platforms they need to thrive. By addressing their mental health needs, breaking down social and economic barriers, and amplifying their voices, The Diana Award is committed to fostering a generation of confident, resilient, and empowered young leaders ready to change the world.

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVES AND ACTIVITIES

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Our 2024/25 Impact

In 2024/25, The Diana Award continued to deliver measurable impact across the UK and internationally. Through our programmes, we supported thousands of young people to build confidence, develop leadership skills and take meaningful social action in their schools, communities and workplaces.

Our work this year focused on three strategic areas: **improving mental health and wellbeing, creating equitable opportunities**, and **amplifying youth voice and agency**. Together, these priorities underpin our long-term vision to unlock potential in every young person and build a generation of changemakers who contribute to a fairer, more compassionate world.

Supporting Mental Health and Wellbeing through Unlocking Potential

The Diana Award continues to address the systemic and structural challenges that affect young people's mental health and wellbeing. Working in partnership with schools and youth organisations, our programmes build resilience, confidence and a sense of belonging among young people.

Through the **Anti-Bullying Ambassador Programme, 1,816 young people across 193 schools** were trained to identify, challenge and prevent bullying behaviour. Supported by **#iWill**, the programme empowers students to lead peer-driven initiatives that promote kindness, respect and safer s chool environments.

Reducing Social and Economic Barriers through Opportunity Creation

We remain committed to creating equitable access to education, mentoring and employment opportunities for young people who face disadvantage.
During the year:

-**1,918 young people** benefited from our **online work experience** programme, gaining valuable exposure to the world of work with support from **35 volunteer mentors** .

- **316 young people** participated in our **12-week mentoring programme** in London and Leeds, supported by **139 mentors**, who contributed over **2,400 hours of engagement** to help mentees build confidence and develop career aspirations.

-Through the **Social Action Accelerator Programme, 32 young people** collaborated with **25 mentors** across **98 structured sessions**, dedicating nearly **200 hours** to community projects addressing issues such as climate change, inequality and youth violence.

These interventions continue to improve employability skills, self-belief and future readiness among participating young people, helping to remove barriers to social mobility.

Enhancing Youth Voice and Agency through Recognition and Advocacy

We continue to provide platforms that amplify youth voice, celebrate positive social action and promote youth-led leadership across the world.

- The **Legacy Award** supported **20 global social activists and humanitarian leaders**, providing ongoing coaching, mentorship and engagement with influential guest speakers.

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVES AND ACTIVITIES

- **198 young changemakers** from **44 countries across six continents** were formally recognised through **The Diana Award** , joining a global network of young people driving meaningful change in their communities.

- **84 volunteer judges** contributed their expertise to the selection process, upholding our founding belief that young people should b e recognised, valued and celebrated for their positive impact on society.

Looking Ahead

Our programmes collectively demonstrate the transformative power of youth-led change. Each young person we support contributes to stronger, more compassionate communities and a more equitable society.

In the year ahead, a major organisational focus will be the launch of our **Decade of Youth Wellbeing (2025-2035)** initiative. This global campaign aims to create systemic change by placing young people's mental health and wellbeing at the centre of education, policy and community life. Through collaboration with governments, schools, businesses and young leaders, we will drive a ten-year commitment to improving wellbeing ou tcomes and ensuring that every young person has the tools and environment to thrive.

As we look ahead to 2025/26 and beyond, our work will continue to align with the **UN Sustainable Development Goals**, particularly those focused on **Good Health and Wellbeing (SDG 3), Quality Education (SDG 4), Reduced Inequalities (SDG 10) and Climate Action (SDG 13)**. We remain committed to ensuring that every young person, regardless of background, feels empowered to shape their future and contribute to a more sustainable, fair and compassionate world .

PUBLIC BENEFIT

The trustees have given due consideration to the Charity Commission's guidance on public benefit and believe the charity meets those requirements. Our main activities and who we try to help are described above.

VOLUNTEERS

The charity relies on volunteers and donations. Our award holders volunteer with us all year round including opportunities to intern with us. Due to the number of individuals concerned, it is not felt that any reliable value can be placed on their time, so no value has been reflected in the accounts.

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

Members of the fundraising team organise fundraising events and co-ordinate the activities of our sponsors & events. Diana Award does not use professional fundraisers. There have been no complaints about fundraising activity this year.

Report of the Trustees
for the Year Ended 31 March 2025

FINANCIAL REVIEW
Financial position

Over the 2024-25 financial year, the Diana Award continued to prioritise increasing its multi years funding. Some of these initiatives were realised over the course of the period, as the charity successfully engaged new project funding across all of its programming. However, new grant funding and sponsorship income did not meet target levels and total income fell by 24%.

During the financial period, the charity received total income of £2,039,158 (2024: £2,695,057) and had total annual expenditure of £2,266,420 (2023: £2,710,409) giving a deficit for the year of £227,302 (2024 deficit: £15,352).

The increased deficit shown for this accounting period is due to income recognised in previous financial years, and credited to restricted funds, being drawn down (in accordance with the terms of the relevant grants) to cover multi-year activities, including this accounting period.

As of 31 March 2025, the total funds were £670,649 (2024: £897,951)
This is made up of unrestricted funds of £ 361,995 (2024: £254,447) and restricted funds of £308,654 (2024: £643,505).
Restricted funds are not available for the general purpose of the charity.
Unrestricted funds are our reserves after taking into account all restricted and designated funds.

INVESTMENT POLICY AND OBJECTIVES

The charity does not have any long-term reserves or endowments. It is therefore appropriate that any funds that are not immediately required are invested in interest bearing deposit accounts.

RESERVES POLICY

The trustees are seeking to build up the reserves to a level, both to support the operations of the charity during any temporary reduction in grant income and also to enable a controlled rundown of activities, if it became no longer feasible to continue the operations of the Charity. The trustees are therefore working towards holding reserves of approximately four months' of expenditure. This position has not yet been reached.
As at 31 March 2025 the total value of funds was £670,649 (2024: £897,951) This is made up of unrestricted funds of £361,995 (2024:£254,447) and restricted funds of £308,654 (2024: £643,505). The restricted funds are not available for the general purpose of the charity. The unrestricted funds are our reserves after taking into account all restricted and designated funds

STRUCTURE, GOVERNANCE AND MANAGEMENT
GOVERNING DOCUMENT

The charity is controlled by its governing document, memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 1985.

TRUSTEE RECRUITMENT, INDUCTION AND TRAINING

It is the aim of the trustees to maintain a balance of skills within the Board and this matter is under regular review. The trustees have agreed a procedure for identifying and selecting suitable candidates to join the Board. All trustees are encouraged to participate in the activities of the Board and steps are taken to ensure that all new trustees have the appropriate information in order to contribute effectively to the Board.

Report of the Trustees
for the Year Ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT
GOVERNANCE AND MANAGEMENT

The Diana Award has a strong, diverse, and active board of trustees supporting and guiding our organisation. They have a range of expertise across various fields to have a significant input in the governance of the organisation. The board is chaired by Rebecca Crook who co-founded and chaired Saltdean Lido CIC for six years successfully fundraising over £5million and bringing the pool and building back into use for the local community. With an interest in heritage and culture she has previously sat on the National Trust strategic advisory board as well as London Transport Museum board. She is currently a trustee with the Royal Pavilion and Museums Trust where she chairs the Enterprise committee, overseeing five sites across Brighton and Hove, as well as being a Trustee with the Martlets hospice.?

The board meets quarterly to review progress against agreed strategic objectives as well as review the organisational risk register including finances, in line with emerging trends.

All staff, partner organisations and trainers are DBS checked and the Diana Award will ensure that all staff working on this programme are suitably qualified and trained. The Diana Award Risk Register is part of the suite of quarterly reporting to our Board.

The leadership of The Diana Award is delegated to the Chief Executive Officer, Dr Tessy Ojo CBE, who oversees the organisation's strategic and operational management. Tessy's over 25 years leadership experience and contribution to the youth sector, was recognised in the 2020 Queen's Birthday Honours, when she was awarded a CBE. She also has a number of non-Executive roles including Comic Relief, Chair of #iwill Leadership Board, BBC Charity Appeals, The Royal Taskforce on Cyberbullying and The UK Council for Child Internet Safety (UKCCIS).

Supporting the CEO is the Senior Leadership Team (SLT) made up of:

- Mr Alex Holmes, Deputy CEO. Alex, a Queens Young Leaders Awardee, has worked closely with the CEO over the past 10 years leading the successful Antibullying Programme. Before joining the organisation, Alex worked in the Education system for 5 years. He currently sits on several global safety advisory boards and councils for technology and social media companies.

-Ms Michelle Horne, Director of Operations, joined the organisation in April 2024. Michelle joins us from Future Foundations where she worked for 8 years; first as a Programme Manager, then as Head of Programmes and finally as Operations Director for over 4.5 years. She has delivered and overseen various initiatives and programmes across the UK and internationally with a focus on youth leadership and social action. Before joining Future Foundations, Michelle was the Principal of an English Language school (in Brighton for 3.5 years and in St Albans for 1 year).

- Dr Nigel Varndell, Director of Fundraising, Marketing and Communications (Resigned January 2025). Nigel has almost 30 years-experience in the charity sector and 20 years of leading teams. For over eight years he has been in senior leadership teams in three organisations leading their fundraising, marketing and communications functions. As well as extensive experience in fundraising across the full range of fundraising disciplines he has also worked on mass campaigning and parliamentary lobbying with a focus on the House of Lords.

- Ms Camilla Elwood joined us in September 2024 as our Director of Programmes & Partnerships. Camilla has worked in the charity sector for the last 10 years, and joins us from the foundation, Impetus, where she provided direct capacity building support to charity CEOs in the youth sector. Her specialisms lie in designing impactful programmes for disadvantaged young people in the UK, with a focus on strengthening monitoring and evaluation frameworks in order to ensure charities are operating with impact. As well as working with youth charity CEOs and leadership teams, she has significant experience in the grant making and social investment process.

Report of the Trustees for the Year Ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Key management remuneration

Key management are paid a commercial salary for their services to the company.
Any changes to the salary are authorised by the trustees.

RELATED PARTIES

The trustees have a procedure in place concerning potential conflicts of interest and any such matters are disclosed to the Board. No trustee will be party to any decision relating to any matter involving another body that is a related party.

FRAUD & RISK MANAGEMENT

The trustees have identified and reviewed the major risks to which the organisation is exposed. They are satisfied that appropriate systems have been installed to mitigate those risks.

The principal risks and uncertainties facing the charity include safeguarding as the charity's major work is with children; sustainable income generation, as project funding cycles can fluctuate when multi -year funding comes to the end and risks concerning the loss of key staff.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05739137 (England and Wales)

Registered Charity number

1117288

Registered office

1 St Katherine's Way
London
E1W 1UN

Trustees

Wayne Bulpitt CBE (Chair)- Resigned 31st August 2024
Ms Rebecca Crook (Chair Designate) - Appointed 1st April 2024
Mr James Crozier
Dr Martin Edobor -Resigned 3rd August 2025
Ms Fahan Ibrahim-Hashi
Ms Patricia Kane OBE- Resigned 21st May 2025
Mr Daniel Lawes
Ms Margaret Manning - Appointed 1st April 2024
Mr Mark McLane
Ms Elizabeth Milovidov- Resigned 27th June 2025
Mrs Lindsay Sartori - Vice Chair

Chief Executive

Dr Tessy Ojo CBE

Senior Leadership Team

Dr Tessy Ojo CBE, Chief Executive Officer.
Mr Alex Holmes, Deputy CEO
Ms Michelle Horne , Director of Operations -Appointed April 2024
Ms Rachel Stokes, Director of Programmes- Resigned August 2024
Mr Nigel Vardell, Director of Fundraising, Marketing and Communications (Resigned January 2025)
Ms Camilla Elwood , Director of Programmes & Partnership - Appointed September 2024

Report of the Trustees for the Year Ended 31 March 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Company Secretary
Tessy Ojo

Auditors
Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Solicitors
Bates, Wells and Braithwaite LLP
10 Queen Street Place
London
EC4R 1BE

Bankers
NatWest
Hammersmith Branch
22 King's Mall
Hammersmith
London
W6 0QD

Diana Award is registered as a charity in England & Wales . Registered Charity Number 1117288.

Diana Award is registered as a charity with the Office of the Scottish Charity Regulator (OSCR) Registered Charity Number: SC041916

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Diana Award for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Report of the Trustees
for the Year Ended 31 March 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees have complied with their duty in Section 4 of 2006 Charities Act to have due regard to guidance published by the Charity Commission , including public benefit guidance.

AUDITORS
The auditors, Roy Pinnock & Co LLP, will be proposed for re-appointment at the forthcoming trustee meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 24 October 2025 and signed on its behalf by:



Rebecca Crook - Trustee

Report of the Independent Auditors to the Members of Diana Award

Opinion

We have audited the financial statements of Diana Award (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the business sector;
We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, child protection, anti-bribery, employment, and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

Identified laws and regulations were communicated within the audit team regularly and the team remained alert to look for instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.
To address the risk of fraud through management bias and override of controls, we:

Performed analytical procedures to identify any unusual or unexpected relationships;
Tested journal entries to identify unusual transactions;
Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
agreeing financial statement disclosures to underlying supporting documentation;
reading the minutes of meetings of those charged with governance;
enquiring of management as to actual and potential litigation and claims; and
reviewing correspondence with HMRC, relevant regulators including the Health and Safety Executive, and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.
Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Natalie Coleman FCCA (Senior Statutory Auditor)
for and on behalf of Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Date: .....

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	97,384	1,829,935	1,927,319	2,105,385
Charitable activities	5				
Anti-Bullying Campaign		5,275	-	5,275	298,000
Other trading activities	3	22,646	72,000	94,646	276,590
Investment income	4	11,918	-	11,918	15,082
Total		137,223	1,901,935	2,039,158	2,695,057
EXPENDITURE ON					
Raising funds	6	-	123,503	123,503	130,689
Charitable activities	7				
Delivering the Activities of Diana Awards		3,658	-	3,658	32,477
Anti-Bullying Campaign		2,722	1,221,959	1,224,681	1,336,353
Training and Mentoring Campaign		-	641,743	641,743	650,507
Social Action		379	128,273	128,652	405,779
Impact & Influence		-	144,223	144,223	154,604
Total		6,759	2,259,701	2,266,460	2,710,409
NET INCOME/(EXPENDITURE)		130,464	(357,766)	(227,302)	(15,352)
Transfers between funds	18	(22,916)	22,916	-	-
Net movement in funds		107,548	(334,850)	(227,302)	(15,352)
RECONCILIATION OF FUNDS					
Total funds brought forward		254,447	643,504	897,951	913,303
TOTAL FUNDS CARRIED FORWARD		361,995	308,654	670,649	897,951

The notes form part of these financial statements

Balance Sheet
31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
FIXED ASSETS					
Tangible assets	14	1,476	-	1,476	3,255
CURRENT ASSETS					
Debtors	15	96,122	10,127	106,249	291,027
Cash at bank		349,103	466,846	815,949	907,616
		445,225	476,973	922,198	1,198,643
CREDITORS					
Amounts falling due within one year	16	(84,702)	(168,323)	(253,025)	(303,947)
NET CURRENT ASSETS		360,523	308,650	669,173	894,696
TOTAL ASSETS LESS CURRENT LIABILITIES		361,999	308,650	670,649	897,951
NET ASSETS		361,999	308,650	670,649	897,951
FUNDS	18				
Unrestricted funds				361,999	254,447
Restricted funds				308,650	643,504
TOTAL FUNDS				670,649	897,951

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 24 October 2025 and were signed on its behalf by:



Rebecca Crook - Trustee

The notes form part of these financial statements

Cash Flow Statement
for the Year Ended 31 March 2025

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities			
Cash generated from operations	1	(102,923)	(674,792)
Interest paid		(16)	-
Net cash used in operating activities		(102,939)	(674,792)
Cash flows from investing activities			
Purchase of tangible fixed assets		(646)	(3,137)
Interest received		11,918	15,082
Net cash provided by investing activities		11,272	11,945
Change in cash and cash equivalents in the reporting period		(91,667)	(662,847)
Cash and cash equivalents at the beginning of the reporting period		907,616	1,570,463
Cash and cash equivalents at the end of the reporting period		815,949	907,616

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 March 2025

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.25 £	31.3.24 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(227,302)	(15,352)
Adjustments for:		
Depreciation charges	2,425	6,250
Interest received	(11,918)	(15,082)
Interest paid	16	-
Decrease/(increase) in debtors	184,778	(150,842)
Decrease in creditors	(50,922)	(499,766)
Net cash used in operations	(102,923)	(674,792)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank and in hand	907,616	(91,667)	815,949
	907,616	(91,667)	815,949
Total	907,616	(91,667)	815,949

The notes form part of these financial statements

Notes to the Financial Statements for the Year Ended 31 March 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts have been prepared on a going concern basis. Indications from the charities forecasts & budgets show that this would be the most appropriate method.There are no significant uncertainties that exist that would make this not appropriate.

The financial statements give a true and fair view of the charity's financial position, financial performance and cash flows. The charity SORP (FRS 102) has been applied to give a true & fair view.

Critical accounting and judgements
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results
There are not considered to be any key assumptions concerning the future and key sources of estimation of uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year .

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received once performance conditions have been met and the amount can be measured reliably.
This method is applied to each category of income.

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:
- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Grants - are recognised when the Charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Donations- are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount

Sponsorships - are recognised once the Charity has become entitled to the funds and the conditions have been met.

Training & Merchandise - are accounted for the period the transaction took place.

Legacies - are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected.

Investment Income - Interest on the bank accounts is recongnised in the profit & loss when it is earned.

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

1. ACCOUNTING POLICIES - continued

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Raising funds
This includes the costs associated with attracting voluntary income and the costs of items sold for fundraising purposes.

Governance costs
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.

Allocation and apportionment of costs
Costs are allocated directly to the project to which they relate. Where the costs incurred relate to more than one project, then the costs are apportioned on a basis consistent with the resource. If staff are involved on a number of different projects then the cost is apportioned according to time spent on each project.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	20% on cost
Computer equipment	-	33% on cost

These are held at cost less accumulated depreciation and impairment charges.
The cost of minor additions or those below £150 are not capitalised. The assets purchased in the year were funded out of charitable funds and had no significant impact on the companies cash flow.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

1. ACCOUNTING POLICIES - continued

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated services
During the year a number of volunteers gave up their time to help the charity with activities.
It is not considered that any reliable value can be placed on the monetary value of the volunteers, for this reason no value has been reflected in the accounts.Legitimate out of pocket expenses have been paid.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Operating Leases
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

2. DONATIONS AND LEGACIES

	31.3.25	31.3.24
	£	£
Donations	147,731	164,224
Legacies	7,250	-
Grants	1,772,338	1,941,161
	1,927,319	2,105,385

Grants received, included in the above, are as follows:

	31.3.25	31.3.24
	£	£
For the provision of services to young people as part of the charitable activities	1,772,338	1,941,161

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

3. OTHER TRADING ACTIVITIES

	31.3.25	31.3.24
	£	£
Sales- Lapel Pins & Wristbands	9,907	277
Sponsorships	83,867	274,750
Fundraising Income	872	1,563
	94,646	276,590

4. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	11,918	15,082

5. INCOME FROM CHARITABLE ACTIVITIES

		31.3.25	31.3.24
	Activity	£	£
Training	Anti-Bullying Campaign	5,275	-
Grants	Anti-Bullying Campaign	-	298,000
		5,275	298,000

The charity received a government grant from the Department of Education during the year for £nil (2024:£298,000).
There are no unfulfilled conditions in relation to these grants.
No other forms of government assistance have been received during the year.

Grants received, included in the above, are as follows:

	31.3.25	31.3.24
	£	£
For the provision of services to young people as part of the charitable activities	-	298,000

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2025

6. RAISING FUNDS

Raising donations and legacies

	31.3.25	31.3.24
	£	£
Staff costs	123,503	130,689

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 8)	Support costs (see note 9)	Totals
	£	£	£	£
Delivering the Activities of Diana Awards	13,542	-	(9,884)	3,658
Anti-Bullying Campaign	1,048,192	-	176,489	1,224,681
Training and Mentoring Campaign	534,392	1,056	106,295	641,743
Social Action	145,047	-	(16,395)	128,652
Impact & Influence	109,683	-	34,540	144,223
	1,850,856	1,056	291,045	2,142,957

8. GRANTS PAYABLE

	31.3.25	31.3.24
	£	£
Delivering the Activities of Diana Awards	-	19
Training and Mentoring Campaign	1,056	615
	1,056	634

9. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Delivering the Activities of Diana Awards	(25,930)	5,600	10,446	(9,884)
Anti-Bullying Campaign	129,156	47,333	-	176,489
Training and Mentoring Campaign	98,921	7,374	-	106,295
Social Action	(16,635)	240	-	(16,395)
Impact & Influence	34,540	-	-	34,540
	220,052	60,547	10,446	291,045

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25	31.3.24
	£	£
Auditors' remuneration	8,350	8,920
Other non-audit services	2,096	2,334
Depreciation - owned assets	2,425	6,250
Other operating leases	71,333	70,833

11. TRUSTEES' REMUNERATION AND BENEFITS

During the year the trustees received no remuneration or benefits (2024: nil)

During the year Key Management received remuneration of £87,577 (2024: £85,828)

Trustees' expenses

The amount of expenses paid to trustees of £86 (2024: £111). This related to travel expenses paid to 1 trustee.

Company Limited by Guarantee
Diana Award is a charitable company registered in England and Wales Number 0573913, and is a private company limited by guarantee.
Every member of the company undertakes to contribute to the assets of the company in the event of a winding up, such an amount as may be required not exceeding £1.

12. STAFF COSTS

	31.3.25	31.3.24
	£	£
Wages and salaries	1,554,647	1,625,497
Social security costs	152,813	158,066
Other pension costs	65,402	78,234
	1,772,862	1,861,797

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Management	4	4
Delivering the Award & Projects	36	39
Administration	2	6
	42	49

continued...

12. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.25	31.3.24
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
	1	1

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	55,504	2,049,881	2,105,385
Charitable activities			
Anti-Bullying Campaign	-	298,000	298,000
Other trading activities	1,408	275,182	276,590
Investment income	15,082	-	15,082
Total	71,994	2,623,063	2,695,057
EXPENDITURE ON			
Raising funds	18,447	112,242	130,689
Charitable activities			
Delivering the Activities of Diana Awards	32,477	-	32,477
Anti-Bullying Campaign	165	1,336,188	1,336,353
Training and Mentoring Campaign	-	650,507	650,507
Social Action	-	405,779	405,779
Impact & Influence	-	154,604	154,604
Total	51,089	2,659,320	2,710,409
NET INCOME/(EXPENDITURE)	20,905	(36,257)	(15,352)
RECONCILIATION OF FUNDS			
Total funds brought forward	233,542	679,761	913,303
TOTAL FUNDS CARRIED FORWARD	254,447	643,504	897,951

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2024	4,430	36,668	41,098
Additions	-	646	646
Disposals	(4,430)	-	(4,430)
At 31 March 2025	-	37,314	37,314
DEPRECIATION			
At 1 April 2024	4,430	33,413	37,843
Charge for year	-	2,425	2,425
Eliminated on disposal	(4,430)	-	(4,430)
At 31 March 2025	-	35,838	35,838
NET BOOK VALUE			
At 31 March 2025	-	1,476	1,476
At 31 March 2024	-	3,255	3,255

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Debtors	9,923	276,572
Other debtors	700	1,400
VAT	61,157	-
Prepayments & Accrued Income	34,469	13,055
	106,249	291,027

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Creditors	26,189	90,154
Social security and other taxes	30,258	37,890
VAT	-	6,348
Other creditors	28,156	36,710
Accruals & Deferred Income	168,422	132,845
	253,025	303,947

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:
- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

The amount of deferred income carried forward at 31st March 2025 is £158,967 (2024 : £120,000).
The amount of deferred income released from the previous year was £120,000 (2024: £664,724)

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.25	31.3.24
	£	£
Within one year	51,606	47,133

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

18. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	254,447	130,468	(22,916)	361,999
Restricted funds				
Social Action General Fund	91,765	(77,671)	-	14,094
Training & Mentoring	18,912	2,178	-	21,090
Antibully Ambassadors	28,848	(28,066)	-	782
Social Action	733	(578)	-	155
Lego ABA	63,979	(63,792)	-	187
Nationwide	-	(203)	203	-
Salesforce	105,515	(105,515)	-	-
Change Makers UK Youth	4,824	(4,742)	-	82
I Will Mentoring (Leeds)	26,577	(26,449)	-	128
I Will Mentoring (London)	-	11,937	-	11,937
Head & Shoulders	99,989	44,769	-	144,758
I Will	54,009	(76,722)	22,713	-
BA Foundation	10,166	8,164	-	18,330
Big Lottery	45,062	(8,202)	-	36,860
Trutex ABA	11,904	(11,904)	-	-
Atrum Social Action	81,221	(49,961)	-	31,260
Gilead Social Action	-	238	-	238
Kooth	-	13,000	-	13,000
Service Now	-	166	-	166
Kokoro	-	15,583	-	15,583
	643,504	(357,770)	22,916	308,650
TOTAL FUNDS	897,951	(227,302)	-	670,649

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	137,223	(6,755)	130,468
Restricted funds			
Social Action General Fund	176	(77,847)	(77,671)
Training & Mentoring	7,000	(4,822)	2,178
Antibully Ambassadors	3,046	(31,112)	(28,066)
Social Action	1	(579)	(578)
Lego ABA	119,999	(183,791)	(63,792)
Nationwide	790,157	(790,360)	(203)
Salesforce	1	(105,516)	(105,515)
Change Makers UK Youth	55,145	(59,887)	(4,742)
I Will Mentoring (Leeds)	305,432	(331,881)	(26,449)
I Will Mentoring (London)	114,949	(103,012)	11,937
YFF	20,000	(20,000)	-
Head & Shoulders	115,001	(70,232)	44,769
I Will	55,982	(132,704)	(76,722)
BA Foundation	47,541	(39,377)	8,164
Big Lottery	128,901	(137,103)	(8,202)
Trutex ABA	-	(11,904)	(11,904)
Atrum Social Action	-	(49,961)	(49,961)
Gilead Social Action	-	238	238
Kooth	15,000	(2,000)	13,000
Service Now	50,001	(49,835)	166
Workday Foundataion ABA	18,483	(18,483)	-
Jack Petchy	5,120	(5,120)	-
Kokoro	50,000	(34,417)	15,583
	1,901,935	(2,259,705)	(357,770)
TOTAL FUNDS	2,039,158	(2,266,460)	(227,302)

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	233,542	20,905	254,447
Restricted funds			
Social Action General Fund	58,970	32,795	91,765
Training & Mentoring	12,463	6,450	18,913
Antibullying Ambassadors DFE	1	(1)	-
Facebook	91,111	(91,111)	-
Antibully Ambassadors	34,890	(6,045)	28,845
Social Action	-	732	732
Lego ABA	-	63,979	63,979
Nationwide	105,106	(105,106)	-
Salesforce	202,086	(96,569)	105,517
Change Makers UK Youth	5,110	(286)	4,824
I Will Mentoring (Leeds)	15,754	(15,754)	-
Head & Shoulders	43,236	56,753	99,989
I Will	32,924	21,085	54,009
BA Foundation	6,333	3,834	10,167
Big Lottery	71,777	(26,715)	45,062
Trutex ABA	-	11,904	11,904
I Will Mentoring	-	26,577	26,577
Atrum Social Action	-	81,221	81,221
	679,761	(36,257)	643,504
TOTAL FUNDS	913,303	(15,352)	897,951

continued...

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	71,994	(51,089)	20,905
Restricted funds			
Social Action General Fund	121,860	(89,065)	32,795
Training & Mentoring	7,000	(550)	6,450
Antibullying Ambassadors DFE	297,999	(298,000)	(1)
Facebook	-	(91,111)	(91,111)
Antibully Ambassadors	21,828	(27,873)	(6,045)
Social Action	5,000	(4,268)	732
Lego ABA	150,000	(86,021)	63,979
Nationwide	345,001	(450,107)	(105,106)
Salesforce	169,726	(266,295)	(96,569)
Change Makers UK Youth	85,494	(85,780)	(286)
Spirit	115,634	(115,634)	-
I Will Mentoring (Leeds)	450	(16,204)	(15,754)
Head & Shoulders	115,001	(58,248)	56,753
I Will	344,500	(323,415)	21,085
BA Foundation	47,501	(43,667)	3,834
Big Lottery	127,889	(154,604)	(26,715)
Trutex ABA	12,750	(846)	11,904
I Will Mentoring	305,431	(278,854)	26,577
Atrum Social Action	100,000	(18,779)	81,221
Gilead Social Action	249,999	(249,999)	-
	2,623,063	(2,659,320)	(36,257)
TOTAL FUNDS	2,695,057	(2,710,409)	(15,352)

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	233,542	151,373	(22,916)	361,999
Restricted funds				
Social Action General Fund	58,970	(44,876)	-	14,094
Training & Mentoring	12,463	8,628	-	21,091
Antibullying Ambassadors DFE	1	(1)	-	-
Facebook	91,111	(91,111)	-	-
Antibully Ambassadors	34,890	(34,111)	-	779
Social Action	-	154	-	154
Lego ABA	-	187	-	187
Nationwide	105,106	(105,309)	203	-
Salesforce	202,086	(202,084)	-	2
Change Makers UK Youth	5,110	(5,028)	-	82
I Will Mentoring (Leeds)	15,754	(42,203)	-	(26,449)
I Will Mentoring (London)	-	11,937	-	11,937
Head & Shoulders	43,236	101,522	-	144,758
I Will	32,924	(55,637)	22,713	-
BA Foundation	6,333	11,998	-	18,331
Big Lottery	71,777	(34,917)	-	36,860
I Will Mentoring	-	26,577	-	26,577
Atrum Social Action	-	31,260	-	31,260
Gilead Social Action	-	238	-	238
Kooth	-	13,000	-	13,000
Service Now	-	166	-	166
Kokoro	-	15,583	-	15,583
	679,761	(394,027)	22,916	308,650
TOTAL FUNDS	913,303	(242,654)	-	670,649

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	209,217	(57,844)	151,373
Restricted funds			
Social Action General Fund	122,036	(166,912)	(44,876)
Training & Mentoring	14,000	(5,372)	8,628
Antibullying Ambassadors DFE	297,999	(298,000)	(1)
Facebook	-	(91,111)	(91,111)
Antibully Ambassadors	24,874	(58,985)	(34,111)
Social Action	5,001	(4,847)	154
Lego ABA	269,999	(269,812)	187
Nationwide	1,135,158	(1,240,467)	(105,309)
Salesforce	169,727	(371,811)	(202,084)
Change Makers UK Youth	140,639	(145,667)	(5,028)
Spirit	115,634	(115,634)	-
I Will Mentoring (Leeds)	305,882	(348,085)	(42,203)
I Will Mentoring (London)	114,949	(103,012)	11,937
YFF	20,000	(20,000)	-
Head & Shoulders	230,002	(128,480)	101,522
I Will	400,482	(456,119)	(55,637)
BA Foundation	95,042	(83,044)	11,998
Big Lottery	256,790	(291,707)	(34,917)
Trutex ABA	12,750	(12,750)	-
I Will Mentoring	305,431	(278,854)	26,577
Atrum Social Action	100,000	(68,740)	31,260
Gilead Social Action	249,999	(249,761)	238
Kooth	15,000	(2,000)	13,000
Service Now	50,001	(49,835)	166
Workday Foundataion ABA	18,483	(18,483)	-
Jack Petchy	5,120	(5,120)	-
Kokoro	50,000	(34,417)	15,583
	4,524,998	(4,919,025)	(394,027)
TOTAL FUNDS	4,734,215	(4,976,869)	(242,654)

Transfers between funds

Where the general fund has part funded a project a transfer has been made to reflect this.

continued...

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

20. RESTRICTED FUNDS

As at 31 March 2025 the balance on each restricted fund was:

	Balance	Represented by: Bank	Debtors & Accrued Income	Creditors & Deferred Income
	£	£	£	£
Training & Mentoring Programme Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills.	21,091	21,091	0	0
ABA Campaign provides training for young people, staff and parents to tackle bullying, and to enable young people to reduce the incidence of bullying in their schools, and in their communities, and online	779	779	0	0
Nationwide To support Anti-Bullying Ambassadors	0	100,055		-100,055
Head & Shoulders An Antibullying campaign which promotes inclusion and respect in schools	144,758	144,451	307	-0
# I WILL Tackles Anti-racist and Sexual bullying in Primary schools across England	0	59,755	0	-59,755
# I WILL Mentoring Supporting the Mentoring Programme to help young people (pre-NEET) build and develop their career skills while creating positive change in their community through youth-led social action	129	129	0	0
Trutex	0	0	0	0

continued...

20. RESTRICTED FUNDS - continued

Trutex is a uniform clothing supplier who have been a long-standing supporter of TDA's anti-bullying work. Their funding supports the Anti-Bullying Ambassador Programme to train young people in schools				
Salesforce Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	0	0	0	0
Big Lottery Future Forward Partnership with Young People - A Young Advisor's Programme	36,860	37,317	0	-457
BA Foundation Supporting the Awards and Development Programme for Diana Award Recipients	18,333	18,333	0	0
Avast Supporting the development of The Centre for Social Action	14,093	14,093	0	0
Changemakers - UK Youth Reimagining mental health provision for racialised communities	82	82	0	0
Lego Supporting The Antibullying Ambassadors Programme	187	187	0	0
Atrum Social Action Supporting The Legacy Award which place every two years, this unique accolade celebrates the achievements of the 20 most outstanding Diana Award Recipients from the previous two years. Recipients are supported with mini grants to continue their social action work.	31,260	21,440	9,820	0
Social Action Award & Development Supporting the Diana Award ceremony that celebrates and showcases the Diana Award recipients each year.	155	155	0	0
Social Action Gilead	238	238	0	0

continued...

20. RESTRICTED FUNDS - continued

Supporting various aspects of the Diana Award and the Legacy Award including the delivery of the year-long Development Programme for recipients that empowers them to take the next steps in their social action journey by gaining access to peer-to-peer connection, networking, access to opportunities and training				
Mentoring -YFF Funding to research and produce a report with partners on the "Best practices in UK youth mentoring intervention support"	0	7,500	0	-7,500
iWill London Supporting the Mentoring Programme to help young people in London (pre-NEET) build and develop their career skills while creating positive change in their community through youth-led social action	11,937	12,477	0	-540
ABA Workday Foundations Supporting the work of the Anti-Bullying Programme which provides training for young people and staff to tackle bullying, and to enable young people to reduce the incidence of bullying in their schools, and in their communities, and online	0	0	0	0
Jack Petchy Support for a specific role in the Impact & Evaluation team.	0	0	0	0
Kooth Explore partnership around promoting effective provision around young people's mental health	13,000	13,000	0	0
Service Now Support for promotion of The Diana Awards "Decade of Youth Wellbeing" at the UNG General Assembly week	166	182	0	-16
Kokoro Change Supporting the Young Changemakers programme which focuses on reimagining mental health provision for racialised communities	15,583	15,583	0	0

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

20. RESTRICTED FUNDS - continued

Total	**£308,651**

The deferred income is not included in the fund balance above.

21. COMPANY STATUS

Diana Award is a charitable company registered in England and Wales Number 0573913, and is a private company limited by guarantee. The registered office of the company is 33 Queen Street, London EC4R 1AP.

Every member of the company undertakes to contribute to the assets of the company in the event of a winding up, such an amount as may be required not exceeding £1.

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	147,731	164,224
Legacies	7,250	-
Grants	1,772,338	1,941,161
	1,927,319	2,105,385
Other trading activities		
Sales- Lapel Pins & Wristbands	9,907	277
Sponsorships	83,867	274,750
Fundraising Income	872	1,563
	94,646	276,590
Investment income		
Deposit account interest	11,918	15,082
Charitable activities		
Training	5,275	-
Grants	-	298,000
	5,275	298,000
Total incoming resources	2,039,158	2,695,057
EXPENDITURE		
Raising donations and legacies		
Wages	106,276	112,242
Social security	11,549	12,477
Pensions	5,678	5,970
	123,503	130,689
Charitable activities		
Wages	1,420,223	1,400,414
Social security	126,367	132,465
Pensions	52,412	65,430
Postage and stationery	1,254	1,070
Trophies & Award Certificates	-	4,038
Merchandise	9,129	2,519
Venue Hire	1,241	14,050
Event Costs	17,594	185,943
Carried forward	1,628,220	1,805,929

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
Charitable activities		
Brought forward	1,628,220	1,805,929
Travel & Subsistence	32,948	87,094
Subscriptions	9,279	2,872
Youth Participation	25,993	25,955
Consultants	45,234	27,788
Evaluation	24,863	13,020
DBS Checks	2,110	3,367
Photography and Videography	7,775	45,539
Design & Print	16,015	32,748
PR & Marketing	27,856	51,547
Computer & Software Consumable	30,563	12,825
Grants to individuals	1,056	634
	1,851,912	2,109,318
Support costs		
Management		
Wages	28,148	112,841
Social security	14,897	13,124
Pensions	7,312	6,834
Rent, Rates & Licenses	71,333	70,833
Design & Print	48	454
Insurance	5,634	5,152
Telephone	2,668	3,885
Postage and stationery	2,816	5,150
Sundries	1,181	3,608
Travelling	2,189	7,475
Comp & Website Fees	44,591	79,097
Corporate Events	3,153	23,517
Training	10,794	25,547
Professional Fees	14,718	16,341
Recruitment Costs	7,464	24,246
Training & Recruitment of board members	681	24
Computer equipment	2,425	6,250
	220,052	404,378
Finance		
Bank charges	3,202	2,385
Bad Debts	-	1,167
Finance Fees	57,329	51,218
Other interest	16	-
	60,547	54,770
Governance costs		
Auditors' remuneration	8,350	8,920
Carried forward	8,350	8,920

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
Governance costs		
Brought forward	8,350	8,920
Auditors' remuneration for non audit work	2,096	2,334
	10,446	11,254
Total resources expended	2,266,460	2,710,409
Net expenditure	(227,302)	(15,352)

Signable

Issuer	Roy Pinnock & Co LLP
Document generated	Mon, 24th Nov 2025 17:00:28 GMT
Document fingerprint	524851ee2ac42616a22e0cb30ba058e3

Parties involved with this document

Document processed	Party + Fingerprint
Wed, 26th Nov 2025 16:47:34 GMT	Mrs Fatou Kane - Signer (9da77348b2bcfc94d219bd14354869eb)
Mon, 1st Dec 2025 12:13:11 GMT	Miss Rebecca Claire Helena Crook - Signer (057c96a71286c0977a4b6d93b6987e0c)
Mon, 1st Dec 2025 12:13:11 GMT	Natalie Coleman - Copied In (86be5e14bdeb34d9be0041b66617f013)

Audit history log

Date	Action
Mon, 24th Nov 2025 17:00:28 GMT	Envelope generated with fingerprint 6714b2e496923f45f85172566cbb6c31 (35.176.231.177)
Mon, 24th Nov 2025 17:00:28 GMT	Document generated with fingerprint 524851ee2ac42616a22e0cb30ba058e3. (35.176.231.177)
Mon, 24th Nov 2025 17:00:28 GMT	Document generated with fingerprint b448b8d5f7a27b0ac12050e7c7c07cc6. (35.176.231.177)
Mon, 24th Nov 2025 17:00:28 GMT	Document generated with fingerprint 9de1e1494b8cd531e05f85994619e787. (35.176.231.177)
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Mon, 24th Nov 2025 17:00:28 GMT	Mrs Fatou Kane has been assigned to this envelope. (35.176.231.177)
Mon, 24th Nov 2025 17:00:28 GMT	Miss Rebecca Claire Helena Crook has been assigned to this envelope. (35.176.231.177)
Mon, 24th Nov 2025 17:00:28 GMT	Natalie Coleman has been assigned to this envelope. (35.176.231.177)
Mon, 24th Nov 2025 17:00:28 GMT	Envelope has been set to automatically remind the active signer every 7 day(s). (35.176.231.177)
Mon, 24th Nov 2025 17:00:43 GMT	Envelope generated
Mon, 24th Nov 2025 17:00:43 GMT	Sent the envelope to Mrs Fatou Kane for signing
Mon, 24th Nov 2025 17:00:44 GMT	Document emailed to party email
Wed, 26th Nov 2025 13:35:45 GMT	Sent Mrs Fatou Kane a reminder to sign the document. (18.133.63.166)

Wed, 26th Nov 2025 16:41:10 GMT	Mrs Fatou Kane viewed the envelope (109.153.221.122)
Wed, 26th Nov 2025 16:47:34 GMT	Mrs Fatou Kane signed the envelope (109.153.221.122)
Wed, 26th Nov 2025 16:47:34 GMT	Sent the envelope to Miss Rebecca Claire Helena Crook for signing (109.153.221.122)
Wed, 26th Nov 2025 16:47:35 GMT	Document emailed to party email
Thu, 27th Nov 2025 12:51:04 GMT	Sent Miss Rebecca Claire Helena Crook a reminder to sign the document. (18.133.63.166)
Mon, 1st Dec 2025 12:11:10 GMT	Miss Rebecca Claire Helena Crook viewed the envelope (82.9.36.171)
Mon, 1st Dec 2025 12:13:11 GMT	Miss Rebecca Claire Helena Crook signed the envelope (82.9.36.171)
Mon, 1st Dec 2025 12:13:11 GMT	Sent the envelope to Natalie Coleman for signing (82.9.36.171)
Mon, 1st Dec 2025 12:13:11 GMT	This envelope has been signed by all parties (82.9.36.171)
Mon, 1st Dec 2025 12:13:12 GMT	Document emailed to party email

DIANA AWARD

England & Wales - Charity number 1117288

Accounts

Digitally Signed Document

Document ID: 4382D37AD6623C

Document Details

Filename:	DIANAAWARD SCOT 2024-CHA.pdf
Client of:	Roy Pinnock & Co

Signature Details

Name:	Rebecca Crook
Email:	rebecca.crook@diana-award.org.uk
Date & Time:	20/11/2024 15:33:06 PM (GMT)
IP Address:	82.9.36.171
Signing Statement:	Rebecca Crook agrees and approves the contents of this document.

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REGISTERED COMPANY NUMBER: 05739137 (England and Wales)
REGISTERED CHARITY NUMBER: Scotland SC041916
England & Wales 1117288

Report of the Trustees and

Financial Statements

for the Year Ended 31 March 2024

for

Diana Award

Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Diana Award

Contents of the Financial Statements for the Year Ended 31 March 2024

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Report of the Independent Auditors	10 to 13
Statement of Financial Activities	14
Balance Sheet	15
Cash Flow Statement	16
Notes to the Cash Flow Statement	17
Notes to the Financial Statements	18 to 37

Report of the Trustees for the Year Ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

About the Diana Award

The Diana Award is the only charity legacy to Diana, Princess of Wales, founded on the belief that young people have the power to change the world.

We are proud to have her sons, The Prince of Wales and The Duke of Sussex, as our supporters.

Our Mission

We exist to empower young people to make positive change. However, we recognise the significant challenges that hinder young people from realising their full potential and effecting change.

Young people face substantial barriers that impact their ability to change the world:

Challenges to Mental Health and Wellbeing: Young people today struggle with mental health issues exacerbated by systemic inequalities and a lack of supportive environments.
Social and Economic Barriers: Financial insecurity and limited access to resources prevent young people from pursuing their goals and achieving social mobility.
Not Being Listened To: Young people often feel unheard and misunderstood by those in power, leading to a loss of agency and influence over decisions that affect their lives.

For the past 25 years, The Diana Award has been dedicated to addressing these challenges and empowering young people to overcome these obstacles. Our mission is to see young people with improved mental health and wellbeing, equitable access to opportunities, and greater power and influence over decisions that shape their futures

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVES AND ACTIVITIES

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Our Work

To achieve our Mission, we have developed a range of programmes that target these critical areas:

1. Mental Health and Wellbeing

a. Anti-Bullying Ambassadors Program: Training young people to become ambassadors who tackle bullying in their schools and communities, fostering safer and more supportive environments.

b. The Respect Project: Addressing racial hate and promoting culturally competent mental health support for young people from racialized communities.

2. Social and Economic Barriers

a. Mentoring and Career Development: Providing online career training, one-on-one mentoring, and work experience opportunities to expose young people to diverse career options and help them navigate professional challenges.

3. Empowering Young People's Voice and Agency

a. Diana Award and Development Programme: Recognizing young people's contributions to social change and providing development opportunities to enhance their leadership and impact.

b. Centre for Social Action: An online platform offering skills-building, networking, and resources to support young changemakers globally.

These programmes are designed to equip young people with the tools, support, and platforms they need to thrive. By addressing their mental health needs, breaking down social and economic barriers, and amplifying their voices, The Diana Award is committed to fostering a generation of confident, resilient, and empowered young leaders ready to change the world.

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVES AND ACTIVITIES

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Our 2023/24 Impact

1. Tackling challenges to Mental Health and Wellbeing By Unlocking Potential:
Young people face structural and systemic challenges to their mental health and wellbeing. We work alongside young people and partners to address these challenges and unlock their potential by improving their self-esteem and wellbeing.
4,458 young people across 450 schools took part in our Anti-Bullying Ambassador Programme, sponsored by Nationwide Building Society and the Department for Education.
Over 240 schools and 2,400 young people have engaged with our Respect programme, tackling racist and sexual bullying behaviour in schools.

2. Tackling Social and Economic Barriers By Creating Opportunities:
We are working together to bring down social and economic barriers that young people face.
1,918 young people took part in online work experience, supported by 35 volunteer mentors.
538 young people were supported by 94 volunteer mentors through our 12-week mentoring programme, with over 4,500 hours of engagement.
21 young people worked with 12 volunteer mentors through our Social Action Accelerator Programme.

3. Unlocking Young People's Voice and Agency By Inspiring Action:
We strive to bring change, supporting young people to be listened to and understood by those in power.
The top 20 social activists and humanitarian workers across the globe came together through The Legacy Award experience for five days of development opportunities, followed by 40 hours of coaching calls.
189 Diana Award recipients representing 32 countries in 6 continents were added to our Roll of Honour, to recognise and celebrate their social action.
60 volunteer judges helped to assess nominations for the Diana Award, sharing a common belief that young people deserve to be recognised, valued and celebrated

PUBLIC BENEFIT
The trustees have given due consideration to the Charity Commission's guidance on public benefit and believe the charity meets those requirements. Our main activities and who we try to help are described above.

VOLUNTEERS
The charity relies on volunteers and donations. Our award holders volunteer with us all year round including opportunities to intern with us. Due to the number of individuals concerned, it is not felt that any reliable value can be placed on their time, so no value has been reflected in the accounts.

ACHIEVEMENT AND PERFORMANCE
Fundraising activities
Members of the fundraising team organise fundraising events and co-ordinate the activities of our sponsors & events. Diana Award does not use professional fundraisers. There have been no complaints about fundraising activity this year.

Report of the Trustees for the Year Ended 31 March 2024

FINANCIAL REVIEW

Financial position

Over the 2023-24 financial period, The Diana Award prioritised increasing its multi years funding. These initiatives were realised over the course of the period, as the Charity successfully engaged new project funding across all its programming.

During the financial period, the Charity received income of £2,695,057 (2023: £2,638,074) and had annual expenditure of £2,710,409 (2023: £2,368,491) giving deficit for the year of £(15,352) (2023 surplus: £269,583).

The deficit shown for this accounting period is due to income recognised in the 2022-23 financial year, and credited to restricted funds, being drawn down (in accordance with the terms of the relevant grants) to cover multi-year activities, including in this accounting period.

As at 31 March 2024 the total value of funds was £897,951 (2023: £913,303)

This is made up of unrestricted funds of £254,447 and restricted funds of £643,505.

The restricted funds are not available for the general purpose of the charity.

The unrestricted funds are our reserves after taking into account all restricted and designated funds.

INVESTMENT POLICY AND OBJECTIVES

The charity does not have any long-term reserves or endowments. It is therefore appropriate that any funds that are not immediately required are invested in interest bearing deposit accounts.

RESERVES POLICY

The trustees are seeking to build up the reserves to a level, both to support the operations of the charity during any temporary reduction in grant income and also to enable a controlled rundown of activities, if it became no longer feasible to continue the operations of the Charity. The trustees are therefore working towards holding reserves of approximately four months' of expenditure. This position has not yet been reached

As at 31 March 2024 the total value of funds was £897,951 (2023: £913,303) This is made up of unrestricted funds of £254,447 and restricted funds of £643,505. The restricted funds are not available for the general purpose of the charity. The unrestricted funds are our reserves after taking into account all restricted and designated funds

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The charity is controlled by its governing document, memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 1985.

TRUSTEE RECRUITMENT, INDUCTION AND TRAINING

It is the aim of the trustees to maintain a balance of skills within the Board and this matter is under regular review. The trustees have agreed a procedure for identifying and selecting suitable candidates to join the Board. All trustees are encouraged to participate in the activities of the Board and steps are taken to ensure that all new trustees have the appropriate information in order to contribute effectively to the Board.

Report of the Trustees for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNANCE AND MANAGEMENT

The names of the trustees who served during the period under review or are trustees at this date are set out below. The trustees have agreed terms of reference including guidelines for period of service.
The trustees keep under review the composition of the board having regard to the skills required. Any new trustees undergo an induction programme to make them aware of the structure and operations of the charity.
The strategic leadership and management of the charity is delegated to the Chief Executive Officer, Dr Tessy Ojo CBE, who in turn is supported by members of staff with appropriate skills

The Diana Award has a strong, diverse, and active board of ten trustees supporting and guiding our organisation. They have a range of expertise across various fields to have a significant input in the governance of the organisation. The board is chaired by Wayne Bulpitt, who has over 25 years' experience of charity governance, especially in the support and development of young people, as well as financial prudence. Wayne's services to young people through the Scout Movement were recognised when he was made a CBE in June 2017.

The board meets quarterly to review progress against agreed strategic objectives as well as review the organisational risk register including finances, in line with emerging trends.

All staff, partner organisations and trainers are DBS checked and the Diana Award will ensure that all staff working on this programme are suitably qualified and trained. The Diana Award Risk Register is part of the suite of quarterly reporting to our Board.

The leadership of The Diana Award is delegated to the Chief Executive Officer, Dr Tessy Ojo CBE, who oversees the organisation's strategic and operational management. Tessy's over 25 years leadership experience and contribution to the youth sector, was recognised in the 2020 Queen's Birthday Honours, when she was awarded a CBE. She also has a number of non-Executive roles including Comic Relief, Chair of #iwill Leadership Board, BBC Charity Appeals, The Royal Taskforce on Cyberbullying and The UK Council for Child Internet Safety (UKCCIS).

Supporting the CEO is the Senior Leadership Team (SLT) made up of:

Mr Alex Holmes, Deputy CEO. Alex, a Queens Young Leaders Awardee, has worked closely with the CEO over the past 10 years leading the successful Antibullying Programme. Before joining the organisation, Alex worked in the Education system for 5 years. He currently sits on several global safety advisory boards and councils for technology and social media companies.

Ms Michelle Horne, Director of Operations, joined the organisation in April 2024. Michelle joins us from Future Foundations where she worked for 8 years; first as a Programme Manager, then as Head of Programmes and finally as Operations Director for over 4.5 years. She has delivered and overseen various initiatives and programmes across the UK and internationally with a focus on youth leadership and social action. Before joining Future Foundations, Michelle was the Principal of an English Language school (in Brighton for 3.5 years and in St Albans for 1 year).

Report of the Trustees for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Dr Nigel Varndell, Director of Fundraising, Marketing and Communications. Nigel has almost 30 years-experience in the charity sector and 20 years of leading teams. For over eight years he has been in senior leadership teams in three organisations leading their fundraising, marketing and communications functions. As well as extensive experience in fundraising across the full range of fundraising disciplines he has also worked on mass campaigning and parliamentary lobbying with a focus on the House of Lords

Ms Camilla Elwood joined us in September 2024 as our Director of Programmes & Partnerships. Camilla has worked in the charity sector for the last 10 years, and joins us from the foundation, Impetus, where she provided direct capacity building support to charity CEOs in the youth sector. Her specialisms lie in designing impactful programmes for disadvantaged young people in the UK, with a focus on strengthening monitoring and evaluation frameworks in order to ensure charities are operating with impact. As well as working with youth charity CEOs and leadership teams, she has significant experience in the grant making and social investment process.

Key management remuneration

Key management are paid a commercial salary for their services to the company.
Any changes to the salary are authorised by the trustees.

RELATED PARTIES

The trustees have a procedure in place concerning potential conflicts of interest and any such matters are disclosed to the Board. No trustee will be party to any decision relating to any matter involving another body that is a related party.

FRAUD & RISK MANAGEMENT

The trustees have identified and reviewed the major risks to which the organisation is exposed. They are satisfied that appropriate systems have been installed to mitigate those risks.

The principal risks and uncertainties facing the charity include safeguarding as the charity major work is with children, income generation, as project funding cycles can fluctuate when multi -year funding come to the end, and lost of key staff.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05739137 (England and Wales)

Registered Charity number
England & Wales 1117288
Scotland SC041916

Registered office
33 Queen Street
London
EC4R 1AP

Report of the Trustees for the Year Ended 31 March 2024

Trustees
Wayne Bulpitt CBE (Chair)- Resigned 31st August 2024
Ms Rebecca Crook (Chair Designate) - Appointed 1st April 2024
Mr James Crozier
Dr Martin Edobor -Appointed 20th July 2023
Ms Fahan Ibrahim-Hashi
Ms Patricia Kane OBE
Mr Daniel Lawes
Ms Margaret Manning - Appointed 1st April 2024
Mr Mark McLane
Ms Elizabeth Milovidov
Mrs Lindsay Sartori

Chief Executive
Dr Tessy Ojo CBE

Senior Leadership Team
Dr Tessy Ojo CBE, Chief Executive Officer.
Mr Alex Holmes, Deputy CEO
Ms Rebecca Andrew, Director of Operations -Departed February 2024
Ms Michelle Horne , Director of Operations -Appointed April 2024
Ms Rachel Stokes, Director of Programmes- Resigned August 2024
Mr Nigel Vardell, Director of Fundraising, Marketing and Communications
Ms Camilla Elwood , Director of Programmes & Partnership - Appointed September 2024

Company Secretary
Tessy Ojo

Auditors
Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Solicitors
Bates, Wells and Braithwaite LLP
10 Queen Street Place
London
EC4R 1BE

Report of the Trustees
for the Year Ended 31 March 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

NatWest
Hammersmith Branch
22 King's Mall
Hammersmith
London
W6 0QD

Diana Award is registered as a charity in England & Wales . Registered Charity Number 1117288.

Diana Award is registered as a charity with the Office of the Scottish Charity Regulator (OSCR) Registered Charity Number: SC041916

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Diana Award for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees have complied with their duty in Section 4 of 2006 Charities Act to have due regard to guidance published by the Charity Commission , including public benefit guidance.

AUDITORS

The auditors, Roy Pinnock & Co LLP, will be proposed for re-appointment at the forthcoming trustee meeting.

Report of the Trustees for the Year Ended 31 March 2024

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 21 November 2024 and signed on its behalf by:

Rebecca Crook - Trustee

Report of the Independent Auditors to the Members of Diana Award

Opinion

We have audited the financial statements of Diana Award (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the business sector;
We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, child protection, anti-bribery, employment, and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

Identified laws and regulations were communicated within the audit team regularly and the team remained alert to look for instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.
To address the risk of fraud through management bias and override of controls, we:

Performed analytical procedures to identify any unusual or unexpected relationships;
Tested journal entries to identify unusual transactions;
Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
agreeing financial statement disclosures to underlying supporting documentation;
reading the minutes of meetings of those charged with governance;

enquiring of management as to actual and potential litigation and claims; and
reviewing correspondence with HMRC, relevant regulators including the Health and Safety Executive, and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.
Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Natalie Coleman (Senior Statutory Auditor)
for and on behalf of Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Date: November 2024

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	55,504	2,049,881	2,105,385	2,080,433
Charitable activities	5				
Anti-Bullying Campaign		-	298,000	298,000	298,000
Other trading activities	3	1,408	275,182	276,590	257,400
Investment income	4	15,082	-	15,082	2,241
Total		71,994	2,623,063	2,695,057	2,638,074
EXPENDITURE ON					
Raising funds	6	18,447	112,242	130,689	88,210
Charitable activities	7				
Delivering the Activities of Diana Awards		32,477	-	32,477	263,998
Anti-Bullying Campaign		165	1,336,188	1,336,353	1,360,327
Training and Mentoring Campaign		-	650,507	650,507	358,090
Social Action		-	405,779	405,779	262,788
Impact & Influence		-	154,604	154,604	35,078
Total		51,089	2,659,320	2,710,409	2,368,491
NET INCOME/(EXPENDITURE)		20,905	(36,257)	(15,352)	269,583
RECONCILIATION OF FUNDS					
Total funds brought forward		233,542	679,761	913,303	643,720
TOTAL FUNDS CARRIED FORWARD		254,447	643,504	897,951	913,303

The notes form part of these financial statements

Balance Sheet
31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
FIXED ASSETS					
Tangible assets	14	3,255	-	3,255	6,368
CURRENT ASSETS					
Debtors	15	15,227	275,800	291,027	140,185
Cash at bank and in hand		343,775	563,841	907,616	1,570,463
		359,002	839,641	1,198,643	1,710,648
CREDITORS					
Amounts falling due within one year	16	(107,810)	(196,137)	(303,947)	(803,713)
NET CURRENT ASSETS		251,192	643,504	894,696	906,935
TOTAL ASSETS LESS CURRENT LIABILITIES		254,447	643,504	897,951	913,303
NET ASSETS		254,447	643,504	897,951	913,303
FUNDS	18				
Unrestricted funds				254,447	233,542
Restricted funds				643,504	679,761
TOTAL FUNDS				897,951	913,303

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21 November 2024 and were signed on its behalf by:

Rebecca Crook - Trustee

The notes form part of these financial statements

Cash Flow Statement
for the Year Ended 31 March 2024

	Notes	31.3.24 £	31.3.23 £
Cash flows from operating activities			
Cash generated from operations	1	(674,792)	813,401
Net cash (used in)/provided by operating activities		(674,792)	813,401
Cash flows from investing activities			
Purchase of tangible fixed assets		(3,137)	(3,492)
Interest received		15,082	2,241
Net cash provided by/(used in) investing activities		11,945	(1,251)
Change in cash and cash equivalents in the reporting period		(662,847)	812,150
Cash and cash equivalents at the beginning of the reporting period		1,570,463	758,313
Cash and cash equivalents at the end of the reporting period		907,616	1,570,463

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 March 2024

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.24 £	31.3.23 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(15,352)	269,583
Adjustments for:		
Depreciation charges	6,250	7,604
Interest received	(15,082)	(2,241)
(Increase)/decrease in debtors	(150,842)	915,405
Decrease in creditors	(499,766)	(376,950)
Net cash (used in)/provided by operations	(674,792)	813,401

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank and in hand	1,570,463	(662,847)	907,616
	1,570,463	(662,847)	907,616
Total	1,570,463	(662,847)	907,616

The notes form part of these financial statements

Notes to the Financial Statements for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts have been prepared on a going concern basis. Indications from the charities forecasts & budgets show that this would be the most appropriate method.There are no significant uncertainties that exist that would make this not appropriate.

The financial statements give a true and fair view of the charity's financial position, financial performance and cash flows. The charity SORP (FRS 102) has been applied to give a true & fair view.

Critical accounting and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results
There are not considered to be any key assumptions concerning the future and key sources of estimation of uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year .

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received once performance conditions have been met and the amount can be measured reliably.
This method is applied to each category of income.

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:
- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Grants - are recognised when the Charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Donations- are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount

Sponsorships - are recognised once the Charity has become entitled to the funds and the conditions have been met.

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES - continued

Income
Training & Merchandise - are accounted for the period the transaction took place.

Legacies - are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected..

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Raising funds
This includes the costs associated with attracting voluntary income and the costs of items sold for fundraising purposes.

Governance costs
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.

Allocation and apportionment of costs
Costs are allocated directly to the project to which they relate. Where the costs incurred relate to more than one project, then the costs are apportioned on a basis consistent with the resource. If staff are involved on a number of different projects then the cost is apportioned according to time spent on each project.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	20% on cost
Computer equipment	-	33% on cost

These are held at cost less accumulated depreciation and impairment charges.
The cost of minor additions or those below £150 are not capitalised. The assets purchased in the year were funded out of charitable funds and had no significant impact on the companies cash flow.

Taxation
The charity is exempt from corporation tax on its charitable activities.

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES - continued

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated services
During the year a number of volunteers gave up their time to help the charity with activities.
It is not considered that any reliable value can be placed on the monetary value of the volunteers, for this reason no value has been reflected in the accounts.Legitimate out of pocket expenses have been paid.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Operating Leases
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

2. DONATIONS AND LEGACIES

	31.3.24	31.3.23
	£	£
Donations	164,224	254,550
Grants	1,941,161	1,825,883
	2,105,385	2,080,433

Grants received, included in the above, are as follows:

	31.3.24	31.3.23
	£	£
For the provision of services to young people as part of the charitable activities	1,941,161	1,825,883

3. OTHER TRADING ACTIVITIES

	31.3.24	31.3.23
	£	£
Sales- Lapel Pins & Wristbands	277	13,774
Sponsorships	274,750	234,048
Fundraising Income	1,563	9,578
	276,590	257,400

4. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	15,082	2,241

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

5. INCOME FROM CHARITABLE ACTIVITIES

		31.3.24	31.3.23
	Activity	£	£
Grants	Anti-Bullying Campaign	298,000	298,000

The charity received a government grant from the Department of Education during the year for £298,000 (2023:£298,000).
There are no unfulfilled conditions in relation to these grants.
No other forms of government assistance have been received during the year.

Grants received, included in the above, are as follows:

	31.3.24	31.3.23
	£	£
For the provision of services to young people as part of the charitable activities	298,000	298,000

6. RAISING FUNDS

Raising donations and legacies

	31.3.24	31.3.23
	£	£
Staff costs	130,689	84,585
Sundries	-	2,802
	130,689	87,387

Other trading activities

	31.3.24	31.3.23
	£	£
Purchases	-	823
Aggregate amounts	130,689	88,210

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 8) £	Support costs (see note 9) £	Totals £
Delivering the Activities of Diana Awards	(948)	19	33,406	32,477
Anti-Bullying Campaign	1,089,209	-	247,144	1,336,353
Training and Mentoring Campaign	565,209	615	84,683	650,507
Social Action	392,205	-	13,574	405,779
Impact & Influence	63,009	-	91,595	154,604
	2,108,684	634	470,402	2,579,720

8. GRANTS PAYABLE

	31.3.24 £	31.3.23 £
Delivering the Activities of Diana Awards	19	-
Training and Mentoring Campaign	615	-
	634	-

9. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Delivering the Activities of Diana Awards	30,830	(8,678)	11,254	33,406
Anti-Bullying Campaign	226,106	21,038	-	247,144
Training and Mentoring Campaign	64,192	20,491	-	84,683
Social Action	11,205	2,369	-	13,574
Impact & Influence	72,045	19,550	-	91,595
	404,378	54,770	11,254	470,402

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.24	31.3.23
	£	£
Auditors' remuneration	8,920	6,890
Other non-audit services	2,334	2,343
Depreciation - owned assets	6,250	7,604
Other operating leases	70,833	72,222

11. TRUSTEES' REMUNERATION AND BENEFITS

During the year the trustees received no remuneration or benefits (2023: nil)

During the year Key Management received remuneration of £85,828 (2023: £83,954)

Trustees' expenses

The amount of expenses paid to trustees of £111 (2023: £159). This related to travel expenses paid to 1 trustee.

12. STAFF COSTS

	31.3.24	31.3.23
	£	£
Wages and salaries	1,625,497	1,539,630
Social security costs	158,066	159,229
Other pension costs	78,234	45,447
	1,861,797	1,744,306

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
Management	4	3
Delivering the Award & Projects	39	44
Administration	6	2
	49	49

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

12. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.24	31.3.23
£70,001 - £80,000	1	1

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	267,553	1,812,880	2,080,433
Charitable activities			
Anti-Bullying Campaign	-	298,000	298,000
Other trading activities	16,352	241,048	257,400
Investment income	2,241	-	2,241
Total	286,146	2,351,928	2,638,074
EXPENDITURE ON			
Raising funds	3,311	84,899	88,210
Charitable activities			
Delivering the Activities of Diana Awards	263,996	2	263,998
Anti-Bullying Campaign	-	1,360,327	1,360,327
Training and Mentoring Campaign	-	358,090	358,090
Social Action	-	262,788	262,788
Impact & Influence	-	35,078	35,078
Total	267,307	2,101,184	2,368,491
NET INCOME	18,839	250,744	269,583
RECONCILIATION OF FUNDS			
Total funds brought forward	214,703	429,017	643,720
TOTAL FUNDS CARRIED FORWARD	233,542	679,761	913,303

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2023	4,430	38,902	43,332
Additions	-	3,137	3,137
Disposals	-	(5,371)	(5,371)
At 31 March 2024	4,430	36,668	41,098
DEPRECIATION			
At 1 April 2023	4,430	32,534	36,964
Charge for year	-	6,250	6,250
Eliminated on disposal	-	(5,371)	(5,371)
At 31 March 2024	4,430	33,413	37,843
NET BOOK VALUE			
At 31 March 2024	-	3,255	3,255
At 31 March 2023	-	6,368	6,368

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24 £	31.3.23 £
Debtors	276,572	124,535
Other debtors	1,400	-
Prepayments & Accrued Income	13,055	15,650
	291,027	140,185

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Creditors	90,154	23,216
Social security and other taxes	37,890	72,241
VAT	6,348	6,512
Other creditors	36,710	30,520
Accruals & Deferred Income	132,845	671,224
	303,947	803,713

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:
- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

The amount of deferred income carried forward at 31st March 2024 is £120,000 (2023 : £664,724).

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.24	31.3.23
	£	£
Within one year	47,133	44,674

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

18. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	233,542	20,905	254,447
Restricted funds			
Avast Foundation	58,970	32,795	91,765
Training & Mentoring	12,463	6,450	18,913
Antibullying Ambassadors DFE	1	(1)	-
Facebook	91,111	(91,111)	-
Antibully Ambassadors	34,890	(6,045)	28,845
Social Action	-	732	732
Lego ABA	-	63,979	63,979
Nationwide	105,106	(105,106)	-
Salesforce	202,086	(96,569)	105,517
Change Makers UK Youth	5,110	(286)	4,824
HSBC Jersey	15,754	(15,754)	-
Head & Shoulders	43,236	56,753	99,989
I Will	32,924	21,085	54,009
BA Foundation	6,333	3,834	10,167
Big Lottery	71,777	(26,715)	45,062
Trutex ABA	-	11,904	11,904
I Will Mentoring	-	26,577	26,577
Atrum Social Action	-	81,221	81,221
	679,761	(36,257)	643,504
TOTAL FUNDS	913,303	(15,352)	897,951

continued...

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	71,994	(51,089)	20,905
Restricted funds			
Avast Foundation	121,860	(89,065)	32,795
Training & Mentoring	7,000	(550)	6,450
Antibullying Ambassadors DFE	297,999	(298,000)	(1)
Facebook	-	(91,111)	(91,111)
Antibully Ambassadors	21,828	(27,873)	(6,045)
Social Action	5,000	(4,268)	732
Lego ABA	150,000	(86,021)	63,979
Nationwide	345,001	(450,107)	(105,106)
Salesforce	169,726	(266,295)	(96,569)
Change Makers UK Youth	85,494	(85,780)	(286)
Spirit	115,634	(115,634)	-
HSBC Jersey	450	(16,204)	(15,754)
Head & Shoulders	115,001	(58,248)	56,753
I Will	344,500	(323,415)	21,085
BA Foundation	47,501	(43,667)	3,834
Big Lottery	127,889	(154,604)	(26,715)
Trutex ABA	12,750	(846)	11,904
I Will Mentoring	305,431	(278,854)	26,577
Atrum Social Action	100,000	(18,779)	81,221
Gilead Social Action	249,999	(249,999)	-
	2,623,063	(2,659,320)	(36,257)
TOTAL FUNDS	2,695,057	(2,710,409)	(15,352)

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	214,703	18,839	233,542
Restricted funds			
Avast Foundation	-	58,970	58,970
Training & Mentoring	30,085	(17,621)	12,464
Antibullying Ambassadors DFE	-	1	1
Facebook	96,992	(5,881)	91,111
Antibully Ambassadors	71,168	(36,278)	34,890
Social Action	-	(1)	(1)
Nationwide	106,052	(946)	105,106
Salesforce	12,185	189,901	202,086
Change Makers UK Youth	-	5,110	5,110
HSBC Jersey	17,877	(2,123)	15,754
YFF	38,679	(38,679)	-
Postcode Lottery	8,675	(8,675)	-
Spirit	23,193	(23,193)	-
Head & Shoulders	24,111	19,125	43,236
I Will	-	32,924	32,924
BA Foundation	-	6,333	6,333
Big Lottery	-	71,777	71,777
	429,017	250,744	679,761
TOTAL FUNDS	643,720	269,583	913,303

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	286,146	(267,307)	18,839
Restricted funds			
Avast Foundation	120,990	(62,020)	58,970
Training & Mentoring	85,180	(102,801)	(17,621)
Antibullying Ambassadors DFE	298,000	(297,999)	1
Facebook	190,000	(195,881)	(5,881)
Antibully Ambassadors	46,045	(82,323)	(36,278)
Social Action	-	(1)	(1)
Nationwide	473,983	(474,929)	(946)
Salesforce	366,037	(176,136)	189,901
Change Makers UK Youth	109,053	(103,943)	5,110
HSBC Jersey	34,801	(36,924)	(2,123)
YFF	75,423	(114,102)	(38,679)
Postcode Lottery	-	(8,675)	(8,675)
Spirit	23,230	(46,423)	(23,193)
Head & Shoulders	19,125	-	19,125
I Will	344,499	(311,575)	32,924
BA Foundation	48,062	(41,729)	6,333
Big Lottery	117,500	(45,723)	71,777
	2,351,928	(2,101,184)	250,744
TOTAL FUNDS	2,638,074	(2,368,491)	269,583

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	214,703	39,744	254,447
Restricted funds			
Avast Foundation	-	91,765	91,765
Training & Mentoring	30,085	(11,171)	18,914
Facebook	96,992	(96,992)	-
Antibully Ambassadors	71,168	(42,323)	28,845
Social Action	-	731	731
Lego ABA	-	63,979	63,979
Nationwide	106,052	(106,052)	-
Salesforce	12,185	93,332	105,517
Change Makers UK Youth	-	4,824	4,824
HSBC Jersey	17,877	(17,877)	-
YFF	38,679	(38,679)	-
Postcode Lottery	8,675	(8,675)	-
Spirit	23,193	(23,193)	-
Head & Shoulders	24,111	75,878	99,989
I Will	-	54,009	54,009
BA Foundation	-	10,167	10,167
Big Lottery	-	45,062	45,062
Trutex ABA	-	11,904	11,904
I Will Mentoring	-	26,577	26,577
Atrum Social Action	-	81,221	81,221
	429,017	214,487	643,504
TOTAL FUNDS	643,720	254,231	897,951

continued...

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	358,140	(318,396)	39,744
Restricted funds			
Avast Foundation	242,850	(151,085)	91,765
Training & Mentoring	92,180	(103,351)	(11,171)
Antibullying Ambassadors DFE	595,999	(595,999)	-
Facebook	190,000	(286,992)	(96,992)
Antibully Ambassadors	67,873	(110,196)	(42,323)
Social Action	5,000	(4,269)	731
Lego ABA	150,000	(86,021)	63,979
Nationwide	818,984	(925,036)	(106,052)
Salesforce	535,763	(442,431)	93,332
Change Makers UK Youth	194,547	(189,723)	4,824
Spirit	115,634	(115,634)	-
HSBC Jersey	35,251	(53,128)	(17,877)
YFF	75,423	(114,102)	(38,679)
Postcode Lottery	-	(8,675)	(8,675)
Spirit	23,230	(46,423)	(23,193)
Head & Shoulders	134,126	(58,248)	75,878
I Will	688,999	(634,990)	54,009
BA Foundation	95,563	(85,396)	10,167
Big Lottery	245,389	(200,327)	45,062
Trutex ABA	12,750	(846)	11,904
I Will Mentoring	305,431	(278,854)	26,577
Atrum Social Action	100,000	(18,779)	81,221
Gilead Social Action	249,999	(249,999)	-
	4,974,991	(4,760,504)	214,487
TOTAL FUNDS	5,333,131	(5,078,900)	254,231

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

20. RESTRICTED FUNDS

As at 31 March 2024 the balance on each restricted fund was:

	Balance	Represented by: Bank	Debtors & Accrued Income	Creditors & Deferred Income
	£	£	£	£
Antibullying Ambassadors (DFE) Giving young people the skills & confidence to tackle bullying	0	-73,957	74,500	-543
Training & Mentoring Programme Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills.	18,913	18,913	0	0
Facebook Sponsorship of anti bullying week, showcase events, resources and youth board safety trips and videos	0	0	0	0
ABA Campaign provides training for young people, staff and parents to tackle bullying, and to enable young people to reduce the incidence of bullying in their schools, and in their communities, and online	28,845	28,845	0	0
Nationwide To support Anti-Bullying Ambassadors	0	2,560		-2,560
Head & Shoulders An Antibullying campaign which promotes inclusion and respect in schools	99,989	100,027	0	-38
# I WILL	54,009	54,054	0	-45

continued...

20. RESTRICTED FUNDS - continued

Tackles Anti-racist and Sexual bullying in Primary schools across England				
# I WILL Mentoring Supporting the Mentoring Programme to help young people (pre-NEET) build and develop their career skills while creating positive change in their community through youth-led social action	26,577	27,456	0	-879
HSBC Jersey Supporting the Mentoring Programme in Jersey to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	0	0	0	0
Spirit Tackles anti-racism in secondary schools across England	0	0	0	0
Trutex Trutex is a uniform clothing supplier who have been a long-standing supporter of TDA's anti-bullying work. Their funding supports the Anti-Bullying Ambassador Programme to train young people in schools	11,904	-3396	15,300	0
Salesforce Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	105,517	105,517	0	0
Big Lottery Future Forward Partnership with Young People - A Young Advisor's Programme	45,062	46,209	0	-1,147
BA Foundation Supporting the Awards and Development Programme for Diana Award Recipients	10,167	10,167	0	0
Avast Supporting the development of The Centre for Social Action	91,765	86,065	6,000	-300

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

20. RESTRICTED FUNDS - continued

Changemakers - UK Youth Reimagining mental health provision for racialised communities	4,824	5,016	0	-192
Lego Supporting The Antibullying Ambassadors Programme	63,979	184,448	0	-120,469
Atrum Social Action Supporting The Legacy Award which place every two years, this unique accolade celebrates the achievements of the 20 most outstanding Diana Award Recipients from the previous two years. Recipients are supported with mini grants to continue their social action work.	81,221	81,221		
Social Action Award & Development Supporting the Diana Award ceremony that celebrates and showcases the Diana Award recipients each year.	732	732		
Social Action Gilead Supporting various aspects of the Diana Award and the Legacy Award including the delivery of the year-long Development Programme for recipients that empowers them to take the next steps in their social action journey by gaining access to peer-to-peer connection, networking, access to opportunities and training	0	-110,037	180,000	-69,963
Total	643,504			

The deferred income is not included in the fund balance above.

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

21. COMPANY STATUS

Diana Award is a charitable company registered in England and Wales Number 0573913, and is a private company limited by guarantee. The registered office of the company is 33 Queen Street, London EC4R 1AP.

Every member of the company undertakes to contribute to the assets of the company in the event of a winding up, such an amount as may be required not exceeding £1.

DIANA AWARD

England & Wales - Charity number 1117288

Accounts

REGISTERED COMPANY NUMBER: 05739137 (England and Wales)
REGISTERED CHARITY NUMBER: 1117288

Report of the Trustees and

Financial Statements

for the Year Ended 31 March 2023

for

Diana Award

Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Diana Award

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Report of the Trustees for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

About the Diana Award

Our Mission

The Diana Award exists to foster, develop and inspire positive change in the lives of young people, in communities and in the world.

We were founded on Diana, the late Princess of Wales's belief that young people have the power to change the world. More than 20 years on it remains a firm foundation for our work. We celebrate and support young people leading change in their communities. And we break down barriers for future change makers to shape today's world.

Our Values

Everything we do is rooted in the following values:

- Passion: We are enthusiastic, committed, and relentless in inspiring positive change in the lives of young people
- Integrity: We earn and maintain the trust of young people, each other, and our stakeholders by being ethical, transparent, and fair
- Collaboration: We combine efforts, expertise, and knowledge to strengthen the quality and content of our services
- Unity: We look out for each other, we are not afraid of hard work, and we always strive to be the best we can be
- Ambition: We set the bar high, we're self-starters, we always aim to do better, and more

During 2022/23:

- Over 9,000 young people developed their leadership, mentoring, resilience and advocacy with support from The Diana Award
- Our partners dedicated nearly 7,000 hours to supporting young people with The Diana Award

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

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Why we're here

Young people today experience challenges to their progress, particularly those from racialised and under-served communities. Increasing anxiety, loneliness and mental health issues act as barriers.

11.5% of young people aged 16-25 in the UK are not in education, employment or training (ONS, July to September 2022)

1/3rd of all teenagers experience some form of regular bullying behaviour that can negatively affect their mental health or wellbeing (Oxford Internet Institute 2017).

Young people from a working-class background are 60% less likely to secure professional employment compared those from an affluent background (Social Mobility Commission, 2021).

Despite these barriers, young people have the passion and ambition to lead change and take positive social action.

86% of young people feel it is important for them to try and make a difference in the world (iWill, Ipsos MORI. 2019: 5).

88% of young people care about making the world a better place (iWill, Ipsos MORI. 2019: 5).

The Diana Award works with partner organisations alongside young people to champion, platform and empower their purposeful social action.

What we do

Unlocking potential

We are addressing the challenges to young people's mental health and wellbeing to unlock their potential.

35 young people took part in the Young Changemakers programme second cohort, working to bring change to mental health issues and racial injustices.

824 young people engaged in 4,478 hours of mentoring to develop their work-readiness and career skills.

26% of Diana Award recipients are leading projects that support the UN Sustainable Development Goal of Good Health and Wellbeing.

94% of Anti-Bullying Ambassadors understand how experiencing bullying behaviour can make someone feel.

"I'm definitely a lot more confident now, that's one thing that's definitely improved with me. And that is 100% down to the programme because it gave us opportunities to do public speaking, work in teams and show leadership. It's just given opportunities that I wouldn't have ever had otherwise." Young Changemaker

"I can deal with more types of bullying situations happening to other people and have more knowledge on what and what not to do." Anti-Bullying Ambassador trainee

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

.

Creating opportunities

We are working together to bring down social and economic barriers that young people face.

194 inspirational children and young people based in 31 different countries received The Diana Award for their social action and humanitarian efforts.

21% of Diana Award recipients are working on projects aligned to UN Sustainable Development Goal of Quality Education and 13% of Reducing Inequality.

510 young people took part in 19 online work experience sessions over five days in July 2022 on career skills and education and employment routes.

97 volunteer mentors worked with young mentees to give them insight into the world of work, career paths and employability skills.

"I've really enjoyed being part of The Diana Award. I've found it a great experience, and I got to look really closely at the police force, ambulance and fire service, seeing the massive role they play in the world and on our island especially. I've made some new friends, built up my courage, and improved my communication skills." Mentee, Jersey Mentor Programme

"My confidence and skillset have changed. I understand different skills required in the workplace more." Mentee

"Working with The Diana Award Mentoring Programme has really helped to raise aspirations and motivate the young people who took part. They developed a range of employability skills, and also looked at CV writing and interview skills through engaging sessions delivered by inspirational facilitators and business mentors." Teacher

Inspiring action

We strive to bring change where young people are not understood or listened to by those in power.

7,641 young people completed Anti-Bullying Ambassador training to lead social action in their 734 schools to tackle bullying.

Over 100,000 letters of kindness were delivered across the UK, reaching over 120,000 young people through our Positive Postbox Campaign in partnership with Nationwide Building Society.

10 co-producers engaged in 75 hours of activity to shape and develop the Young Changemakers programme.

Over 800 young people have been nominated for The Diana Award 2023, leading social action across the globe.

"Two of our [anti-bullying] ambassadors have been able to sit and mediate between a small group of children who had chosen to upset another child intentionally. They were able to use their training which resulted in apologies and a positive result." Teacher

"What excited me about this opportunity in particular was the chance to take my negative experiences from school and help to create a programme that aims to educate students on the impacts of such behaviours so hopefully others don't have the same experience." Iola, Co-Producer, Young Changemakers Programme.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES
How We Do It

Our work with young people centres on unlocking their potential, creating opportunities for growth and inspiring action.

We do this through our core programmes, including:

Award and Development: We award outstanding young people who are selflessly creating and sustaining positive social change in memory of Diana, Princess of Wales. We work with these young people to support the development of th eir social action, build their skills and foster networks of support.

Anti-Bullying: We engage young people to change the attitudes, behaviours and culture of bullying by building skills and confidence to address difference situations, both online and offline. Through the respect project we work with young people to tackle racist and sexual bullying behaviour in primary and secondary schools.

Mentoring: We support young people to build their resilience and develop their career skills, whilst making positive change in their communities through active citizenship.

Young Changemakers: We work alongside young people, professionals and policy makers to change the inequalities in me ntal health that those from racialised communities experience.

Working across all our programmes, the Future Forward Partnership with Young People, funded by The National Lottery Community Fund ensures that young people take a key role in shaping our work.?

Impact Area 1 - Improved mental health and wellbeing

Good mental health and wellbeing provide firm foundations for young people to fulfil their ambitions and reach their potential. Unfortunately, many young people experience anxiety, loneliness and mental health challenges, particularly those from racialised and under-served communities.

Research by the Centre for Mental Health shows that the Covid-19 pandemic disproportionately impacted on young people from racialised communities, specifically on young Black men. People from racialised communities also face inequalities in their experiences and outcomes in mental health.

At The Diana Award, we're committed to tackling the barriers to good mental health so that young people can achieve. Our young activists are also working to achieve change for good, with 26% of Diana Award recipients leading projects that support the UN Sustainable Development Goal of Good Health and Wellbeing.

Young Changemakers
The Young Changemakers programme, developed in collaboration with the Centre for Mental Health and UK Youth brings together young people with black or black mixed-race heritage to channel their lived experiences into tackling racial injustices in mental health services in the UK.

The programme is led by young Co-Producers aged 16 to 25 determined to bring change to mental health issues and racial injustices.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

This year, the second cohort of 35 Young Changemakers completed the programme delivered by youth workers in five regions across the UK. The Diana Award led work with ten young people to co-produce the programme, keeping young people's voices at the heart of our decision making. The Co-Producers engaged in almost 75 hours of activity to help shape the Young Changemaker programme.

From July 2022, The Diana Award also piloted an first accelerator programme, to support Young Changemakers from the programme's first cohort. Team NotSoMicro received over 50 hours of support over nine months, including support to access funding that will enable them to take their project to the next level. Team NotSoMicro also took part in the Mentor Summit in Washington DC in January 2023, contributing to a fireside chat event about the importance of youth-led campaigns.

"I'm definitely a lot more confident now. And that is 100% down to the programme because it gave us opportunities to do public speaking, work in teams and show leadership. It's just given opportunities that I wouldn't have ever had otherwise."
Team NotSoMicro member

Anti-Bullying

Almost half (46%) of young people have experienced bullying at school at some point in their life, with over half (54%) saying it negatively affected their health and wellbeing.

The Diana Award is committed to addressing this by engaging with young people, educators, parents and carers to change culture and attitudes, and build the skills and confidence to address bullying on and offline. Our Anti-Bullying Ambassador Programme focuses on developing understanding of the impact of experiencing bullying behaviour on mental health and wellbeing.

This year, 7,641 young people across 734 schools took part in our Anti-Bullying Ambassador Programme, sponsored by Nationwide Building Society, Facebook and the Department for Education. This free, youth-led, whole-school programme equips students and staff with the tools needed to tackle bullying behaviour head-on. Following training, 87% of Ambassadors said that they understand how experiencing bullying behaviour can affect someone's mental health and wellbeing.

During 2022-23, 101 educators from primary and secondary schools completed our CPD-accredited staff training on anti-bullying best practice. These sessions equip staff to support young people, identify bullying behaviours and explain the impact to young people.
Research from the Centre for Mental Health shows that nine out of ten (94%) teachers believe anti-racism training should be given in school. In response, The Diana Award has worked with the Department for Education to develop the Respect Programme of training resources and webinars to tackle racist and sexual bullying.

This year, we trained 3,239 students in primary and secondary schools on issues including racist bullying, consent and boundaries. Following training, students reported increased confidence in starting conversations and speaking to peers about these issues.

In June 2022, The Diana Award organised the annual **Don't Face It Alone** campaign to show young people across the UK that they deserve to be heard and that support is available if they are experiencing bullying behaviour. The campaign received the support of MPs, high profile figures including Rio Ferdinand and national media outlets. Bespoke resources for use in schools and on social media increased the reach and impact of the campaign.

OBJECTIVES AND ACTIVITIES

In October 2022, The Positive Postbox Campaign in partnership with Nationwide Building Society empowered young people to channel positivity through letter writing. Over 500 schools signed up to take part and 300 post boxes were set up in schools across the country. In total, over 100,000 letters were delivered across the UK, reaching over 120,000 young people, with millions of kind words shared.

"The Anti-Bullying Ambassadors have become more confident and are able to use a wide variety of skills to support our students across a range of year groups. Dealing with incidents by staff has also been more effective due to the training they have received."
Teacher

Impact Area 2 - Equal and equitable access to opportunities

Every young person deserves the opportunity to play their part in shaping society, informing decisions and influencing change. This strengthens policy-making and shapes society for the needs of all.

Currently, inequality of opportunity affects many young people, particularly those from racialised and under-served communities. Currently, there are an estimated 788,000 young people aged 16-24 not in education, employment or training (NEET).

That's 11.5 per cent of all young people aged 16-24 in the UK. According to the Social Mobility Commission, young people are 60 per cent less likely to secure professional employment if they have a working-class background, compared to an affluent background.

Meanwhile, research indicates that the volunteering landscape has changed drastically since the Covid-19 pandemic. The number of young people and adults that engage in volunteering is declining, and those who regularly engage in volunteering are experiencing burnout.

Through our Mentoring and Award and Development programmes, The Diana Award is committed to creating a positive culture for young people engaging in education, training, employment and volunteering. Our Award recipients continue to lead positive change, with 21% working on projects aligned to UN Sustainable Development Goal of Quality Education and 13% of Reducing Inequality.

Award and Development

Our unique Award and Development Programme celebrates the social action of young people and supports them to develop further skills, creating opportunities to further the impact of their work.

In July 2022, over 194 inspirational children and young people based in 31 different countries received The Diana Award for their social action and humanitarian efforts in a virtual ceremony that marked the twenty-fifth anniversary of Princess Diana's death. Award recipients work on a wide variety of projects many of which support the UN's Sustainable Development Goals.

Award recipients participate in a tailored, year-long development programme to enhance their personal and professional skills. This includes skills development with industry experts, media training and networking opportunities.

Since receiving their award, 2022 Diana Award recipients have received 55 opportunities and have been offered up to 10 hours of live programme activity to support their development and the development of their projects.

OBJECTIVES AND ACTIVITIES

2022 Award recipients included Leshan Kereto who has been advocating against Female Genital Mutilation in Kenya. Leshan, who founded Tareto Africa in 2017, said: "It gives me hope to see us empowering women and I believe we will be able to empower more girls through more initiatives and resources".

Natasha Godsiff was recognised with the Award for social action in gender equality, climate justice, access to legal justice and access to education. The Diana Award amplified Natasha's voice with a blog in January 2023 to mark the International Day for the Elimination of Violence Against Women.

Mentoring

The Diana Award Mentoring Programme brings volunteer mentors from the world of work together with young people who may benefit from a positive role model. Through group mentoring sessions, careers workshops and work experience, we support young mentees to build their character and resilience, improve their workplace readiness and inspire active citizenship.

In December 2022, we successfully renewed our funding and volunteering partnership with Salesforce Foundation. Overall this year, our twelve-week Mentoring Programme has supported 824 young people aged 14-18 at risk of becoming NEET through Career Lounges and online Work Experience. This included 4,478 hours of engagement with 97 volunteer mentors. Our partnership with Salesforce Foundation also supports us to evaluate the Mentoring Programme through programme data and in-depth case studies.

Our Career Lounge projects provide further careers skills development opportunities for young people engaged in the twelve-week Mentoring Programme and are delivered in collaboration with our volunteering partners. In February 2023 we collaborated with WeWork to deliver a Career Lounge to young people at Kingsmead School in Enfield and Bishop Challoner Girls' School in Tower Hamlets.

In July 2022, our three-year mentoring programme in Jersey concluded. The programme, delivered in partnership with local organisations including Skills Jersey and Jersey Fire Service, engaged young people in group mentoring sessions and workplace visits. Mentees also planned and delivered a social action project with support from facilitators, volunteer mentors and the wider community. 'Hooded Helpers' challenged negative stereotypes of young people and promoted positive messages about young people instead.

Impact Area 3 - Powerful and influential

Young people have proved time after time that they have the passion, understanding and commitment to lead change. For some, systemic inequality and lack of opportunity diminish their opportunities to work for social good.

Research conducted for iWill by Ipsos Mori found that whilst 86 per cent of young people feel it is important for them to try and make a difference in the world, just 74 percent of young people believe they can make a difference.

That's why we remain committed to nurturing young people's skills and ensuring that they have the platform to contribute to positive social action.

In August 2022 to mark International Youth Day, we brought together 25 young people from across the country to a discussion about the power of youth entrepreneurship. They were brought together to network with peers and then attend the discussion at 10 Downing Street.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

The Diana Award is proud to participate in The #iwill Movement week alongside partners including UK Youth. During #iwill Week in November 2022, young people from across the globe came together to discuss the social action they've been engaging with. They presented on what social action means for them, their own social action projects, and the importance of listening to young people.

Young Advisors
Through our Future Forward Partnership with Young People project, funded by The National Lottery Community Fund, we have recruited 12 Diana Award Young Advisors. They work with us to review our processes and ensure that our work is shaped by young people, their needs and priorities. They include:
- Mhairi, a Young Advisor from Scotland who is working with us to challenge the existing norms to meaningfully embed young people's voices across The Diana Award's work.
- Arthur, a Young Advisor from South Wales who is passionate about making young voice accessible for all.
- Jade, who is working with The Diana Award towards making sure young people are at the centre of what The Diana Awards does, not just internally, but externally too
- Theo, who is passionate about how young people use the internet safely and making the world a safer place for LGBT individuals, especially in schools

In March 2023, our Young Advisors came together for their first residential in central London to participate in workshops, activities and roundtable discussion. They will continue to collaborate and inform the development of The Diana Award's processes and programmes.

Youth Board
Our National Anti-Bullying Youth Board is made up of young people aged 13-17 from across England who are trained Anti-Bullying Ambassadors. Each member has been selected due to their exceptional passion for and commitment to tackling bullying behaviour in their schools and communities. Our Board members come from different backgrounds and experiences to ensure they represent the diversity of the young people we serve.

In January 2023, 11 young people from The Diana Award, including Youth Board members, participated in a roundtable with UK Government Minister Paul Scully to discuss the Online Safety Bill. The accompanying video, featuring Youth Board member Sammy, was released across The Diana Award and Department for Culture, Media and Sport social media platforms to 367,000 followers.

In February 2023, to celebrate Safer Internet Day, a group of young people - including three current National Anti-Bullying Youth Board members and four Youth Board alumni - visited Meta Headquarters in London to discuss staying safe online.

The group met for a round table discussion with David Miles, Director of Safety Policy for Europe, the Middle East, and Africa, and Sophie England, Head of UK & Ireland Policy Programmes and Partnerships at Meta.

Our Future
For the last 24 years, The Diana Award has been delivering impactful work across programmes and communities, making a real difference to the lives of young people.
But there is still a need to build long-term brand equity and establish The Diana Award as an organisation with clear aims, offers, and a distinct identity.
Our 25th anniversary coming up in 2024 marks a significant milestone for the charity and presents a unique opportunity to celebrate our accomplishments, engage our stakeholders, and inspire continued support for our cause.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Alongside this 25th anniversary year is a world still plagued by global conflicts, political uncertainty and financial instability which continues to disproportionately affect young people, especially those from marginalised communities. The young people we work alongside have told us about the impacts that these issues have had on their lives and opportunities. They have also told us about their passion to create positive change - to make things better.

This passion continues to inspire us all at The Diana Award and drives us forward to deliver a future fit for our young people as outlined in our five-year strategy, Future Forward and focusing everything we do to unlock potential, create opportunities and inspire action.

Our young people remind us that the challenges they face are global and to tackle them, we need to adopt a global mindset tailored locally.

In the coming year, with the support of our partners and young people, we will continue to do this underpinned by three strategic objectives:

- Elevate The Diana Award as a trusted and leading youth charity that attracts substantial, innovative, and long-term partners and funding
- Transform the 'way' that we work to maximise the impact we can make with our resources and people
- Develop and deliver quality programmes for young people that unlock their potential, create opportunities for growth and inspire action.

PUBLIC BENEFIT

The trustees have given due consideration to the Charity Commission's guidance on public benefit and believe the charity meets those requirements. Our main activities and who we try to help are described above.

VOLUNTEERS

The charity relies on volunteers and donations. Our award holders volunteer with us all year round including opportunities to intern with us. Due to the number of individuals concerned, it is not felt that any reliable value can be placed on their time, so no value has been reflected in the accounts.

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

Members of the fundraising team organise fundraising events and co-ordinate the activities of our sponsors & events. Diana Award does not use professional fundraisers. There have been no complaints about fundraising activity this year.

FINANCIAL REVIEW

Financial position

As at 31 March 2023 the total value of funds was £913,303 (2022: £643,720)

This is made up of unrestricted funds of £233,542 and restricted funds of £679,761.

The restricted funds are not available for the general purposes of the charity.

The unrestricted funds are our reserves after taking into account all restricted funds.

INVESTMENT POLICY AND OBJECTIVES

The charity does not have any long-term reserves or endowments. It is therefore appropriate that any funds that are not immediately required are invested in interest bearing deposit accounts.

Report of the Trustees
for the Year Ended 31 March 2023

FINANCIAL REVIEW
RESERVES POLICY

The trustees are seeking to build up the reserves to a level, both to support the operations of the charity during any temporary reduction in grant income and also to enable a controlled rundown of activities, if it became no longer feasible to continue the operations of the Diana Award. The trustees are therefore working towards holding reserves of approximately six months' core expenditure. The fundraising team are working to secure unrestricted funding to achieve the level of reserves.This position has not yet been reached.

STRUCTURE, GOVERNANCE AND MANAGEMENT
GOVERNING DOCUMENT

The charity is controlled by its governing document, memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 1985.

TRUSTEE RECRUITMENT, INDUCTION AND TRAINING

It is the aim of the trustees to maintain a balance of skills within the Board and this matter is under regular review. The trustees have agreed a procedure for identifying and selecting suitable candidates to join the Board. All trustees are encouraged to participate in the activities of the Board and steps are taken to ensure that all new trustees have the appropriate information in order to contribute effectively to the Board.

Report of the Trustees
for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT
GOVERNANCE AND MANAGEMENT

The names of the trustees who served during the period under review or are trustees at this date are set out above. The trustees have agreed terms of reference including guidelines for period of service.
The trustees keep under review the composition of the board having regard to the skills required. Any new trustees undergo an induction programme to make them aware of the structure and operations of the charity.
The strategic leadership and management of the charity is delegated to the Chief Executive Officer, Dr Tessy Ojo CBE, who in turn is supported by members of staff with appropriate skills

The Diana Award has a strong, diverse, and active board of currently nine trustees supporting and guiding our organisation. They have a range of expertise across various fields to have a significant input in the governance of the organisation. The board is chaired by Wayne Bulpitt, who has over 24 years' experience of charity governance, especially in the support and development of young people, as well as financial prudence. Wayne's services to young people through the Scout Movement were recognised when he was made a CBE in June 2017.

The board meets quarterly to review progress against agreed strategic objectives as well as review the organisational risk register including finances, in line with emerging trends.

All staff, partner organisations and trainers are DBS checked and the Diana Award will ensure that all staff working on this programme are suitably qualified and trained. The Diana Award Risk Register is part of the suite of quarterly reporting to our Board.

The leadership of The Diana Award is delegated to the Chief Executive Officer, Dr Tessy Ojo CBE, who oversees the organisation's strategic and operational management. Tessy's over 25 years leadership experience and contribution to the youth sector, was recognised in the 2020 Queen's Birthday Honours, when she was awarded a CBE. She also has a number of non-Executive roles including Comic Relief, Chair of #iwill Leadership Board, BBC Charity Appeals, The Royal Taskforce on Cyberbullying and The UK Council for Child Internet Safety (UKCCIS).

Supporting the CEO is the Senior Leadership Team (SLT) made up of: Mr Alex Holmes, Deputy CEO. Alex, a Queens Young Leaders Awardee, has worked closely with the CEO over the past 10 years leading the successful Antibullying Programme. Before joining the organisation, Alex worked in the Education system for 5 years. He currently sits on several global safety advisory boards and councils for technology and social media companies.

As well as Ms Rebecca Andrew, Director of Operations, who has headed up the people and processes function at The Diana Award for the past five years. A graduate of Durham University, she previously headed up operations at the Teaching Awards Trust, and currently serves as a trustee for The Charles Parker Archive Trust.

Also, on the SLT is Ms Rachel Stokes, Director of Programmes. Rachael has worked in the social sector for more than twenty years. Previous roles have included Head of International Programmes at Unicef UK and Head of Volunteering for Development at VSO International. Rachael has served on the boards of Global Justice Now (formerly the World Development Movement), One World Trust and Citizens Advice Wandsworth. She has also served as an Advisor to the Gender and Development Network and Co-Chair of the DFID Learning Partnership on Gender. She has Master's degrees in Social Anthropology (University of Edinburgh) and Social Development (University of East Anglia).

Report of the Trustees
for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Joining the SLT is Nigel Varndell, Director of Fundraising, Marketing and Communications. Nigel has almost 30 years-experience in the charity sector and 20 years of leading teams. For the last eight years he has been in senior leadership teams in three organisations leading their fundraising, marketing and communications functions. As well as extensive experience in fundraising across the full range of fundraising disciplines he has also worked on mass campaigning and parliamentary lobbying with a focus on the House of Lords

Key management remuneration

Key management are paid a commercial salary for their services to the charity.
Any changes to the salary are authorised by the trustees.

RELATED PARTIES

The trustees have a procedure in place concerning potential conflicts of interest and any such matters are disclosed to the Board. No trustee will be party to any decision relating to any matter involving another body that is a related party.

FRAUD & RISK MANAGEMENT

The trustees are responsible for the overseeing of the risks faced by the charity. To facilitate this, the trustees maintain a risk register and review the risk register regularly..

Through the risk management processes established by the board, the trustees are actively mitigating risks. They also acknowledge that systems and processes can only provide reasonable, but not absolute, assurance that major risks have been adequately managed.

There have been no cases of fraud detected during the year.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05739137 (England and Wales)

Registered Charity number

1117288

Registered office

15 Bishopgate
London
EC2N 3AR

Report of the Trustees
for the Year Ended 31 March 2023

Trustees
Wayne Bulpitt CBE Chair
Kate Emily Hardcastle (resigned 19.5.22)
James Crozier
Patricia Kane OBE
Elizabeth Milovidov
Lindsay Sartori
Michael Abiodun Olatokun (resigned 16.5.22)
Mark McLane
Daniel Lawes
Fahan Ibrahim-Hashi
Martin Edobor (appointed 20th July 2023)

Chief Executive
Tessy Ojo CBE

Senior Leadership Team
Tessy Ojo CBE, Chief Executive Officer.
Alex Holmes, Deputy CEO
Rebecca Andrew, Director of Operations
Rachel Stokes, Director of Programmes
Nigel Varndell, Director of Fundraising, Marketing and Communications.

Company Secretary
Tessy Ojo

Auditors
Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Solicitors
Bates Wells & Braithwaite London LLP
10 Queen Street Place
London
EC4R 1BE

Bankers
NatWest
Hammersmith Branch
22 King's Mall
Hammersmith
London
W6 0QD

Report of the Trustees
for the Year Ended 31 March 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Diana Award is registered as a charity in England & Wales . Registered Charity Number 1117288.

Diana Award is registered as a charity with the Office of the Scottish Charity Regulator (OSCR) Registered Charity Number: SC041916

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Diana Award for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees have complied with their duty in Section 4 of 2006 Charities Act to have due regard to guidance published by the Charity Commission , including public benefit guidance.

AUDITORS

The auditors, Roy Pinnock & Co LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 15 November 2023 and signed on its behalf by:

Wayne Bulpitt CBE - Trustee

Report of the Independent Auditors to the Members of Diana Award

Opinion

We have audited the financial statements of Diana Award (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the business sector;
We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, child protection, anti-bribery, employment, and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

Identified laws and regulations were communicated within the audit team regularly and the team remained alert to look for instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.
To address the risk of fraud through management bias and override of controls, we:

Performed analytical procedures to identify any unusual or unexpected relationships;
Tested journal entries to identify unusual transactions;
Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
agreeing financial statement disclosures to underlying supporting documentation;
reading the minutes of meetings of those charged with governance;
enquiring of management as to actual and potential litigation and claims; and
reviewing correspondence with HMRC, relevant regulators including the Health and Safety Executive, and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.
Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Natalie Coleman (Senior Statutory Auditor)
for and on behalf of Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

23 November 2023

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	267,553	1,812,879	2,080,432	1,541,074
Charitable activities	5				
Anti-Bullying Campaign		-	298,000	298,000	290,500
Other trading activities	3	16,352	241,048	257,400	335,291
Investment income	4	2,241	-	2,241	34
Total		286,146	2,351,927	2,638,073	2,166,899
EXPENDITURE ON					
Raising funds	6	3,311	84,899	88,210	104,942
Charitable activities	7				
Delivering the Activities of Diana Awards		263,996	-	263,996	179,706
Anti-Bullying Campaign		-	1,360,328	1,360,328	1,071,258
Training and Mentoring Campaign		-	358,090	358,090	556,377
Youth Development		-	-	-	105,648
Social Action		-	262,788	262,788	-
Impact & Influence		-	35,078	35,078	-
Total		267,307	2,101,183	2,368,490	2,017,931
NET INCOME		18,839	250,744	269,583	148,968
RECONCILIATION OF FUNDS					
Total funds brought forward		214,703	429,017	643,720	494,752
TOTAL FUNDS CARRIED FORWARD		233,542	679,761	913,303	643,720

The notes form part of these financial statements

Balance Sheet
31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
FIXED ASSETS					
Tangible assets	13	6,368	-	6,368	10,480
CURRENT ASSETS					
Debtors	14	19,169	121,016	140,185	1,055,590
Cash at bank and in hand		328,654	1,241,809	1,570,463	758,313
		347,823	1,362,825	1,710,648	1,813,903
CREDITORS					
Amounts falling due within one year	15	(120,649)	(683,064)	(803,713)	(1,180,663)
NET CURRENT ASSETS		227,174	679,761	906,935	633,240
TOTAL ASSETS LESS CURRENT LIABILITIES		233,542	679,761	913,303	643,720
NET ASSETS/(LIABILITIES)		233,542	679,761	913,303	643,720
FUNDS	17				
Unrestricted funds				233,542	214,703
Restricted funds				679,761	429,017
TOTAL FUNDS				913,303	643,720

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 15 November 2023 and were signed on its behalf by:

Wayne Bulpitt CBE - Trustee

The notes form part of these financial statements

Cash Flow Statement
for the Year Ended 31 March 2023

	Notes	31.3.23 £	31.3.22 £
Cash flows from operating activities			
Cash generated from operations	1	813,401	(679,982)
Net cash provided by/(used in) operating activities		813,401	(679,982)
Cash flows from investing activities			
Purchase of tangible fixed assets		(3,492)	(12,121)
Interest received		2,241	34
Net cash used in investing activities		(1,251)	(12,087)
Change in cash and cash equivalents in the reporting period		812,150	(692,069)
Cash and cash equivalents at the beginning of the reporting period		758,313	1,450,382
Cash and cash equivalents at the end of the reporting period		1,570,463	758,313

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 March 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.23 £	31.3.22 £
Net income for the reporting period (as per the Statement of Financial Activities)	269,583	148,968
Adjustments for:		
Depreciation charges	7,604	7,523
Interest received	(2,241)	(34)
Decrease/(increase) in debtors	915,405	(897,380)
(Decrease)/increase in creditors	(376,950)	60,941
Net cash provided by/(used in) operations	813,401	(679,982)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash			
Cash at bank and in hand	758,313	812,150	1,570,463
	758,313	812,150	1,570,463
Total	758,313	812,150	1,570,463

The notes form part of these financial statements

Notes to the Financial Statements for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts have been prepared on a going concern basis. Indications from the charities forecasts & budgets show that this would be the most appropriate method.There are no significant uncertainties that exist that would make this not appropriate.

The financial statements give a true and fair view of the charity's financial position, financial performance and cash flows. The charity SORP (FRS 102) has been applied to give a true & fair view.

Critical accounting and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results

The key assumptions concerning the future and key sources of estimation of uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

-Deferred income requiring a judgement for entitlement.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received once performance conditions have been met and the amount can be measured reliably.

This method is applied to each category of income.

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Grants - are recognised when the Charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Donations- are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount

Sponsorships - are recognised once the Charity has become entitled to the funds and the conditions have been met.

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES - continued

Income
Training & Merchandise - are accounted for in the period the transaction took place.

Legacies - are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected..

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds
This includes the costs associated with attracting voluntary income and the costs of items sold for fundraising purposes.

Governance costs
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.

Allocation and apportionment of costs
Costs are allocated directly to the project to which they relate. Where the costs incurred relate to more than one project, then the costs are apportioned on a basis consistent with the resource. If staff are involved on a number of different projects then the cost is apportioned according to time spent on each project.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	20% on cost
Computer equipment	-	33% on cost

These are held at cost less accumulated depreciation and impairment charges.
The cost of minor additions or those below £150 are not capitalised. The assets purchased in the year were funded out of charitable funds and had no significant impact on the charity's cash flow.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES - continued

Fund accounting
Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated services
During the year a number of volunteers gave up their time to help the charity with activities.
It is not considered that any reliable value can be placed on the monetary value of the volunteers, for this reason no value has been reflected in the accounts.Legitimate out of pocket expenses have been paid.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Operating Leases
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

2. DONATIONS AND LEGACIES

	31.3.23	31.3.22
	£	£
Donations	254,549	227,021
Legacies	-	10,000
Grants	1,825,883	1,304,053
	2,080,432	1,541,074

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

2. DONATIONS AND LEGACIES - continued

Grants received, included in the above, are as follows:

	31.3.23	31.3.22
	£	£
For the provision of services to young people as part of the charitable activities	1,825,883	1,304,053

3. OTHER TRADING ACTIVITIES

	31.3.23	31.3.22
	£	£
Sales- Lapel Pins & Wristbands	13,774	11,134
Sponsorships	234,048	317,250
Fundraising Income	9,578	6,907
	257,400	335,291

4. INVESTMENT INCOME

	31.3.23	31.3.22
	£	£
Deposit account interest	2,241	34

5. INCOME FROM CHARITABLE ACTIVITIES

		31.3.23	31.3.22
	Activity	£	£
Grants	Anti-Bullying Campaign	298,000	290,500

The charity received a government grant from the department of education during the year for £298,000 (2022:£290,500).
There are no unfulfilled conditions in relation to these grants.
No other forms of government assistance have been received during the year.

Grants received, included in the above, are as follows:

	31.3.23	31.3.22
	£	£
For the provision of services to young people as part of the charitable activities	298,000	290,500

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

6. RAISING FUNDS

Raising donations and legacies

	31.3.23	31.3.22
	£	£
Staff costs	84,585	102,585
Sundries	2,802	-
	87,387	102,585

Other trading activities

	31.3.23	31.3.22
	£	£
Purchases	823	2,357
Aggregate amounts	88,210	104,942

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Delivering the Activities of Diana Awards	24,324	239,672	263,996
Anti-Bullying Campaign	1,133,200	227,128	1,360,328
Training and Mentoring Campaign	302,928	55,162	358,090
Social Action	230,413	32,375	262,788
Impact & Influence	28,168	6,910	35,078
	1,719,033	561,247	2,280,280

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

8. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Delivering the Activities of Diana Awards	238,533	717	422	239,672
Anti-Bullying Campaign	217,224	1,093	8,811	227,128
Training and Mentoring Campaign	55,162	-	-	55,162
Social Action	32,375	-	-	32,375
Impact & Influence	6,910	-	-	6,910
	550,204	1,810	9,233	561,247

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.23	31.3.22
	£	£
Auditors' remuneration	6,890	6,500
Other non-audit services	2,343	1,952
Depreciation - owned assets	7,604	7,523
Other operating leases	72,222	56,415

10. TRUSTEES' REMUNERATION AND BENEFITS

During the year the trustees received no remuneration or benefits (2022: nil)

During the year Key Management received remuneration of £83,954 (2022: £77,213)

Trustees' expenses

The amount of expenses paid to trustees of £159 (2022:nil). This related to travel expenses paid to 1 trustee.

11. STAFF COSTS

	31.3.23	31.3.22
	£	£
Wages and salaries	1,539,629	1,260,645
Social security costs	159,229	114,275
Other pension costs	45,447	39,314
	1,744,305	1,414,234

continued...

11. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	31.3.23	31.3.22
Management	3	3
Delivering the Award & Projects	44	40
Administration	2	2
	49	45

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.23	31.3.22
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
	1	1

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES AS AT 31 MARCH 2022

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	218,712	1,322,362	1,541,074
Charitable activities			
Anti-Bullying Campaign	-	290,500	290,500
Other trading activities	118,041	217,250	335,291
Investment income	34	-	34
Total	336,787	1,830,112	2,166,899
EXPENDITURE ON			
Raising funds	79	104,863	104,942
Charitable activities			
Delivering the Activities of Diana Awards	174,706	5,000	179,706
Anti-Bullying Campaign	69,739	1,001,519	1,071,258
Training and Mentoring Campaign	-	556,377	556,377
Youth Development	-	105,648	105,648
Total	244,524	1,773,407	2,017,931

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES AS AT 31 MARCH 2022 - continued

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME	92,263	56,705	148,968
RECONCILIATION OF FUNDS			
Total funds brought forward	122,441	372,311	494,752
TOTAL FUNDS CARRIED FORWARD	214,704	429,016	643,720

13. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2022	4,430	35,410	39,840
Additions	-	3,492	3,492
At 31 March 2023	4,430	38,902	43,332
DEPRECIATION			
At 1 April 2022	4,430	24,930	29,360
Charge for year	-	7,604	7,604
At 31 March 2023	4,430	32,534	36,964
NET BOOK VALUE			
At 31 March 2023	-	6,368	6,368
At 31 March 2022	-	10,480	10,480

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Debtors	124,535	1,009,424
Other debtors	-	804
Prepayments & Accrued Income	15,650	45,362
	140,185	1,055,590

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Creditors	23,216	52,272
Social security and other taxes	72,241	70,690
VAT	6,512	14,827
Other creditors	30,520	9,240
Accruals & Deferred Income	671,224	1,033,634
	803,713	1,180,663

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:
- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

The amount of deferred income carried forward at 31.03.23 is £664,724 (2022 : £1,021,650).

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.23	31.3.22
	£	£
Within one year	44,674	44,534

continued...

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	214,703	18,839	233,542
Restricted funds			
Avast Foundation	-	58,970	58,970
Training & Mentoring	30,085	(17,621)	12,464
Facebook	96,992	(5,881)	91,111
Antibully Ambassadors	71,168	(36,278)	34,890
Nationwide	106,052	(946)	105,106
Salesforce	12,185	189,901	202,086
Change Makers UK Youth	-	5,110	5,110
HSBC Jersey	17,877	(2,123)	15,754
YFF	38,679	(38,679)	-
Postcode Lottery	8,675	(8,675)	-
Spirit	23,193	(23,193)	-
Head & Shoulders	24,111	19,125	43,236
I Will	-	32,924	32,924
BA Foundation	-	6,333	6,333
Big Lottery	-	71,777	71,777
	429,017	250,744	679,761
TOTAL FUNDS	643,720	269,583	913,303

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	286,146	(267,307)	18,839
Restricted funds			
Avast Foundation	120,990	(62,020)	58,970
Training & Mentoring	85,180	(102,801)	(17,621)
Antibullying Ambassadors DFE	297,999	(297,999)	-
Facebook	190,000	(195,881)	(5,881)
Antibully Ambassadors	46,045	(82,323)	(36,278)
Nationwide	473,983	(474,929)	(946)
Salesforce	366,037	(176,136)	189,901
Change Makers UK Youth	109,053	(103,943)	5,110
HSBC Jersey	34,801	(36,924)	(2,123)
YFF	75,423	(114,102)	(38,679)
Postcode Lottery	-	(8,675)	(8,675)
Spirit	23,230	(46,423)	(23,193)
Head & Shoulders	19,125	-	19,125
I Will	344,499	(311,575)	32,924
BA Foundation	48,062	(41,729)	6,333
Big Lottery	117,500	(45,723)	71,777
	2,351,927	(2,101,183)	250,744
TOTAL FUNDS	2,638,073	(2,368,490)	269,583

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	122,441	92,262	214,703
Restricted funds			
Training & Mentoring	94,755	(64,670)	30,085
Antibullying Ambassadors DFE	22,124	(22,124)	-
Facebook	80,178	16,814	96,992
Antibully Ambassadors	20,903	50,265	71,168
Nationwide	15,997	90,055	106,052
Salesforce	-	12,185	12,185
Workday	46,532	(46,532)	-
Change Makers UK Youth	6,780	(6,780)	-
Spirit	7,482	(7,482)	-
HSBC Jersey	7,379	10,498	17,877
KPMG	5,036	(5,036)	-
YFF	64,253	(25,574)	38,679
Barclays	265	(265)	-
St James Palace	627	(627)	-
Postcode Lottery	-	8,675	8,675
Spirit	-	23,193	23,193
Head & Shoulders	-	24,111	24,111
	372,311	56,706	429,017
TOTAL FUNDS	494,752	148,968	643,720

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	336,787	(244,525)	92,262
Restricted funds			
Training & Mentoring	500	(65,170)	(64,670)
Antibullying Ambassadors DFE	290,500	(312,624)	(22,124)
Facebook	180,000	(163,186)	16,814
Antibully Ambassadors	82,251	(31,986)	50,265
Social Action	5,000	(5,000)	-
Nationwide	517,649	(427,594)	90,055
Salesforce	202,479	(190,294)	12,185
Workday	-	(46,532)	(46,532)
Change Makers UK Youth	-	(6,780)	(6,780)
Spirit	40,000	(47,482)	(7,482)
Zurich Insurance	30,000	(30,000)	-
HSBC Jersey	34,800	(24,302)	10,498
KPMG	7,000	(12,036)	(5,036)
YFF	150,624	(176,198)	(25,574)
Barclays	-	(265)	(265)
St James Palace	40,000	(40,627)	(627)
Mercers Trustees	49,400	(49,400)	-
Postcode Lottery	92,508	(83,833)	8,675
Spirit	46,400	(23,207)	23,193
Head & Shoulders	61,001	(36,890)	24,111
	1,830,112	(1,773,406)	56,706
TOTAL FUNDS	2,166,899	(2,017,931)	148,968

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	122,441	111,101	233,542
Restricted funds			
Avast Foundation	-	58,970	58,970
Training & Mentoring	94,755	(82,291)	12,464
Antibullying Ambassadors DFE	22,124	(22,124)	-
Facebook	80,178	10,933	91,111
Antibully Ambassadors	20,903	13,987	34,890
Nationwide	15,997	89,109	105,106
Salesforce	-	202,086	202,086
Workday	46,532	(46,532)	-
Change Makers UK Youth	6,780	(1,670)	5,110
Spirit	7,482	(7,482)	-
HSBC Jersey	7,379	8,375	15,754
KPMG	5,036	(5,036)	-
YFF	64,253	(64,253)	-
Barclays	265	(265)	-
St James Palace	627	(627)	-
Head & Shoulders	-	43,236	43,236
I Will	-	32,924	32,924
BA Foundation	-	6,333	6,333
Big Lottery	-	71,777	71,777
	372,311	307,450	679,761
TOTAL FUNDS	494,752	418,551	913,303

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	622,933	(511,832)	111,101
Restricted funds			
Avast Foundation	120,990	(62,020)	58,970
Training & Mentoring	85,680	(167,971)	(82,291)
Antibullying Ambassadors DFE	588,499	(610,623)	(22,124)
Facebook	370,000	(359,067)	10,933
Antibully Ambassadors	128,296	(114,309)	13,987
Social Action	5,000	(5,000)	-
Nationwide	991,632	(902,523)	89,109
Salesforce	568,516	(366,430)	202,086
Workday	-	(46,532)	(46,532)
Change Makers UK Youth	109,053	(110,723)	(1,670)
Spirit	40,000	(47,482)	(7,482)
Zurich Insurance	30,000	(30,000)	-
HSBC Jersey	69,601	(61,226)	8,375
KPMG	7,000	(12,036)	(5,036)
YFF	226,047	(290,300)	(64,253)
Barclays	-	(265)	(265)
St James Palace	40,000	(40,627)	(627)
Mercers Trustees	49,400	(49,400)	-
Postcode Lottery	92,508	(92,508)	-
Spirit	69,630	(69,630)	-
Head & Shoulders	80,126	(36,890)	43,236
I Will	344,499	(311,575)	32,924
BA Foundation	48,062	(41,729)	6,333
Big Lottery	117,500	(45,723)	71,777
	4,182,039	(3,874,589)	307,450
TOTAL FUNDS	4,804,972	(4,386,421)	418,551

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

18. RELATED PARTY DISCLOSURES

The amount of expenses paid to trustees of £159 (2022:nil). This related to travel expenses paid to one trustee.

19. RESTRICTED FUNDS

As at 31 March 2023 the balance on each restricted fund was:

	Balance	Represented by: Bank	Debtors & Accrued Income	Creditors & Deferred Income
	£	£	£	£
Antibullying Ambassadors (DFE) Giving young people the skills & confidence to tackle bullying	0	(70,607)	74,500	(3,893)
Training & Mentoring Programme Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills.	12,464	(24,338)	38,400	(1,598)
Facebook Sponsorship of anti bullying week, showcase events, resources and youth board safety trips and videos	91,111	91,111	0	0
ABA Campaign provides training for young people, staff and parents to tackle bullying, and to enable young people to reduce the incidence of bullying in their schools, and in their communities, and online	34,890	27,995	7,548	(653)
Nationwide To support Anti-Bullying Ambassadors	105,106	456,004		(350,898)
Head & Shoulders An Antibullying campaign which promotes inclusion and respect in schools	43,236	46,456	0	(3,220)
# I WILL Tackles Anti-racist and Sexual bullying in Primary schools across England	32,924	32,988	0	(64)

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

19. RESTRICTED FUNDS - continued

Post Code Lottery The Changemakers project tackles the shameful racial inequalities that exist in the access to, and quality of, mental health support for young people from all racialised communities, by placing them at the heart of reimagining and redesigning a mental health support service that is fit for purpose and culturally competent	0	0	0	0
HSBC Jersey Supporting the Mentoring Programme in Jersey to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	15,754	15,636	237	(119)
Spirit Tackles anti-racism in secondary schools across England	0	0	0	0
YFF Supporting the Mentoring Programme to build the resilience andcharacter of young people by providing guidance indecision making, active citizenship, life and career skills	0	283	0	(283)
Salesforce Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	202,086	371,848	0	(169,762)
Big Lottery Future Forward Partnership with Young People - A Young Advisor's Programme	71,777	72,116	331	(670)
BA Foundation Supporting the Awards and Development Programme for Diana Award Recipients	6,333	7.443	0	(1,110)
Avast Foundation Supporting the development of The Centre for Social Action	58,970	58,970	0	0
Changemakers - UK Youth	5,110	5,903	0	(793)

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

19. RESTRICTED FUNDS - continued

Reimagining mental health provision for racialised communities				
Lego Supporting The Antibullying Ambassadors Programme	0	150,000	0	150,000

Total	679,761

The deferred income is not included in the fund balance above.

20. COMPANY STATUS

Diana Award is a charitable company registered in England and Wales Number 0573913, and is a private company limited by guarantee. The registered office of the company is 1 Marks Square, London EC2A 4EG.

Every member of the company undertakes to contribute to the assets of the company in the event of a winding up, such an amount as may be required not exceeding £1.

DIANA AWARD

England & Wales - Charity number 1117288

Accounts

Digitally Signed Document

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Signature Details

Name:	Wayne Bulpitt
Email:	wayne.bulpitt@aspidagroup.com
Date & Time:	13/12/2022 09:51:48 AM (GMT)
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REGISTERED COMPANY NUMBER: 05739137 (England and Wales)
REGISTERED CHARITY NUMBER: 1117288

Report of the Trustees and

Financial Statements

for the Year Ended 31 March 2022

for

Diana Award

DRAFT

Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Diana Award

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Report of the Trustees for the Year Ended 31 March 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

About the Diana Award

We are proud to be the only charity set up in memory of Diana, Princess of Wales. We are founded on her belief that young people have the power to change the world.

Our mission is to empower young people to lead that change through a range of initiatives which unlock their potential, inspire action and create opportunities, ensuring that no young person is left out or left behind.

Why we are here?

Young people continue to face extraordinary challenges in the wake of the Covid-19 pandemic, the cost-of-living crisis and social and economic inequality.

- 64% of young changemakers say systemic inequalities negatively affect their work (The Possibilists)
- 80% of young people with mental health needs agree that the Covid-19 pandemic has made their mental health worse (Young Minds)
- 10% of young people in the UK are not in Education, Employment or Training (October - December 2021), with the total estimated to be 692,000 (Office for National Statistics, 2022).

Yet young changemakers and innovators continue to drive social change, take positive action and influence decision-making.

- 88% of young people care about making the world a better place (National Youth Social Action Survey, 2019)
- 58% of young changemakers said the Covid-19 pandemic increased their capacity to make a change in the world (The Possibilists)

We work with partner organisations alongside young people, empowering and celebrating their positive and purposeful action.

We work with young people and partners to create the change we want to see in the world.

During 2021/22:

- Over 5,000 young people developed their leadership, mentoring, resilience and advocacy with support from The Diana Award
- Our partners dedicated over 6,000 hours to supporting young people with The Diana Award
- Over 3,000 young people participated in The Diana Award programmes to develop their leadership, mentoring, advocacy and influencing skills

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Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES
Our 2021/22 Highlights
1. Unlocking potential
We are addressing the challenges to young people's mental health and wellbeing to unlock their potential

15 Young Changemakers developed 4 social action projects to reimagine mental health support for young people with black or black mixed-race heritage, reaching over 25,000 people.

Over 800 young people took part in the Career Lounge sessions through our Mentoring programme.

Over 1,100 young people from nearly 100 schools participated in the Anti-Bullying Ambassador programme.

27% of Diana Award recipients are working to bring social change aligned to the UN Sustainable Development Goal of Good Health and Wellbeing.

"I joined the Young Changemakers programme because I'm passionate about improvements to mental health, and I believe that, when given a platform, anyone can be capable of bringing about change. The work everyone has been doing has been inspiring and will help improve mental health services for the next generation." Ashleigh Onabajo, Young Changemaker
"You've clearly done a lot of great work with your Changemakers - they are really passionate and told the stories of their projects really well." Neel Sood, Portfolio Manager for Global Mental Health, Comic Relief

2. Creating opportunities
We are working together to bring down social and economic barriers that young people face

Almost 2,500 young people aged 11-18 at risk of leaving education, employment or training reached through The Diana Award Mentoring programme.

Over 1,600 young people took part in mentoring sessions including a Career Lounge delivered by PwC and online work experience sessions.

200 Diana Award recipients attended development opportunities in 2021/22.

20% of Diana Award recipients lead social action towards the UN Sustainable Development Goal of Quality Education.

"It is probably one of the best things I have ever decided to do. It has changed my life and it has opened up doors which has made me realise that I don't have to stay where I am." Demi, Selby Summer programme mentee

"This year I have seen students who are quiet and usually don't get involved in group work contribute and engage without worry. They are more confident to be seen and heard. The students are inquisitive and keen to learn how to improve their employability skills." Teacher, Global Academy

3. Inspiring action
We strive to bring change where young people are not understood or listened to by those in power

170 UK parliamentarians pledged an hour of their time to mentor a young person in their constituency through the One Hour, One Young Person, One Parliamentarian campaign.

318 exceptional young people representing 45 countries in 6 continents across the globe received The Diana Award and 20 young people received the Legacy Award, spotlighting their inspiring social action.

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Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES

57 educators from primary and secondary schools deepened their understanding of the challenges faced by young people by completing CPD accredited staff training on Anti-Bullying best practice, impacting over 16,000 children and young people.

25% of Diana Award recipients are working towards the UN Sustainable Development Goals of Reducing Inequality and Gender Equality

"Being the Diana Award Recipient is a milestone, a grand one, and it's an ode to the millions of women before me, who've inspired the world and strived for the greater good, and many more after me." Devanshi Ranjan, 2021 Diana Award recipient

"These young people represent the next generation of changemakers and innovators across the globe and it is their stories we should listen to and learn from. We are immensely proud to be continuing to support this programme by mentoring these young winners and see them flourish." Alex Kalomparis, Senior Vice President, Public Affairs, Gilead Sciences

Our Impact 2021/22

Impact 1: Young people have improved mental health and wellbeing

We know that young people have the power to change the world. With the right support, guidance and opportunities every young person can reach their full potential, ensuring no young person is left out or left behind. Good mental health is key to this.

In the wake of the Covid-19 pandemic, young people have experienced worsening mental health problems. The UK Office for Health Improvement and Disparities found that rates of probable mental health problems in children and young people increased between 2017 and 2021, with rates among 17- to 19-year-olds increasing from 10.1% to 17.4%. This was even more acute among young people from disadvantaged backgrounds.

The Diana Award is committed to supporting young people and tackling the barriers to good mental health.

Young changemakers

In 2021, The Diana Award launched the Young Changemakers programme, bringing together young people with black or black mixed-race heritage to reimage mental health and wellbeing support. Working in collaboration with the Centre for Mental Health and UK Youth, we recruited 15 young changemakers aged 18-25 from Leeds, Luton and Birmingham with lived experience of mental health issues and injustices.

Through a six-week programme of training and development, we worked with these young people to build their capacity, resilience, and skills for social action. This culminated in the young changemakers forming four social action teams to take forward projects that shift the dial on mental health provision.

- **Team Engage** set out to create a digital training resource for GPs to improve cultural awareness, including videos of personal experiences and signposting to organisations that raise awareness about these issues

- **Team Change** aim to host creative change workshops for young black men and women aged 18-25, giving them a voice and a safe space to talk about their mental health, and educate them about the stigmas within the black community

- **Team Not-So-Micro** are campaigning to reform education policy to include micro-aggression awareness as an element of a teaching qualification. They aim to connect with policymakers, teachers and young people, and build a social media following to ensure maximum reach

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OBJECTIVES AND ACTIVITIES

- **Team Verity** developed a new podcast that brings together practitioners, specialists and survivors of sexual abuse who can give deeper insight into mental health and how to deal with sexual assault

Young changemaker Anuareth said: "The project has given me the tools to be able to empathise and develop my understanding of mental health issues and racial injustices with effective change. This is my opportunity to vocalise and deliver impactful suggestions for our community led by young people who are the best people to implement these changes as we are the ones that are directly affected by these inequalities".

Anti-Bullying

Nearly a third of all teenagers experience some form of regular bullying behaviour that can negatively affect their mental health or wellbeing. Most bullying behaviour takes place face-to-face, at or out of school (Oxford Internet Institute, 2017). During lockdowns imposed to reduce the spread of the Covid-19 pandemic, cyber-bullying increased.

The Diana Award's anti-bullying work engages young people, parents/carers and educators to change the attitudes, behaviour and culture of bullying by building skills and confidence to address different situations both on and offline.

This year, 11,864 young people across 741 schools took part in our Anti-Bullying Ambassador programme, sponsored by Nationwide Building Society, Facebook and the Department for Education. This free, youth-led, whole-school programme equips students and staff with the tools needed to tackle bullying behaviour head on.

A student from Ladybridge Community Primary School said: "I understand exactly what bullying can do to people's mental health now. It's so important to look after your mental health".

During 2021-22, 57 educators from primary and secondary schools also completed our CPD-accredited staff training on anti-bullying best practice impacting over 16,000 students. These sessions equip staff to support young people, identify bullying behaviours and explain the impact to young people.

We also developed three new webinars sponsored by the Department for Education on:

- tackling anti-racist bullying behaviour
- challenging homophobic, bi-phobic and transphobic bullying behaviour
- tackling anti-disablism

Since their launch, 137 educators have accessed these webinars. All the Department for Education supported webinars are delivered live to provide space for questions from educators. They are also recorded, free to attend/view and available through our resource centre after initial delivery so that our support can reach even more schools.

A staff lead from Yatton Junior School told us: "We have seen children supporting their peers better than ever before. The Ambassadors are so confident in talking to other children who are facing difficulties, offering support and advice. There has certainly been a shift in children's mental wellbeing".

Youth Story - Aaliyah's Story

Aaliyah joined the Young Changemaker programme in 2021, bringing her own experience of mental health issues and a passion to support others to the programme.

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Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Aaliyah experienced sexual abuse from a very young age and became addicted to weed and pornography in her teenage years as she struggled to deal with childhood trauma and the impact on her mental health. Following the death of both her grandparents, she tried to commit suicide aged 19.

Now aged 23, Aaliyah is training to be a teacher and is determined to use her own experiences to support others. Along with her fellow Young Changemakers, she has developed a social action project with good mental health at its heart.

Aaliyah's project is a podcast called Verity that brings together practitioners, specialists, and survivors of sexual abuse to share their insight into mental health and how to deal with sexual assault. The podcast allows listeners to know that they are not alone or abnormal, bringing knowledge and understanding to listeners.

Aaliyah said, "the legacy of Young Changemakers is to inspire young people from around the world and light a little fire in their hearts."

Impact 2: Young people have equal and equitable access to opportunities

Access to opportunities is key to enable young people to shape society and affect change. Young people deserve a seat at the table to inform decisions about our shared future. Their voice enriches decision-making and inspires us all to do more and do better.

However, we know that inequality still impacts on too many young people and the opportunities they have to achieve their potential.

While figures for youth unemployment have remained consistent, access to training and employment opportunities were affected by the Covid-19 pandemic. The Sutton Trust reported that 61 per cent of employers cancelled work experience placements during Summer 2021 and almost half of employers expected there will be fewer placements in their business over the next year. The Sutton Trust also found that 84 per cent of teachers think that Covid-19 lockdowns and associated disruptions will increase the attainment gap.

Award and Development Programme

The Diana Award provides a unique Award and Development programme that supports young people to develop their skills and creates opportunities for learning.

In 2021, despite restrictions, we pivoted to ensure that young social activists from across the globe were able to connect with, learn from, and inspire each other. 318 young people received the Diana Award in 2021, representing 45 countries across 6 continents. During the year, over 200 Diana Award recipients attended sessions and activities as part of the development programme. an online library of resources gives award recipients guidance on topics including community building and networking.

In June 2021, we hosted our second global virtual awards ceremony to recognise the achievements of hundreds of young leaders. The event attracted over 40,000 views on YouTube and featured special guest appearances from the Duke of Sussex and prominent figures including singer Nicola Roberts, writer Malorie Blackman and TV presenter De'Graft Mensah. By showcasing the extraordinary work of our young award recipients, we aim to inspire others to take action.

This year, the Award and Development programme ran a weekly Motivation Monday campaign on alongside other support and skills-building activity. During the year, 38 award recipients were spotlighted across our social media channels as part of the Motivation Monday campaign.

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Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Diana Award recipient Shomy Hassan Chowdhury is a water, sanitation and hygiene activist from Bangladesh. She has been working to raise funds for the sex worker community. Shomy said: "I was quite frustrated as nothing was moving forward, but then thankfully, The Diana Award stepped in to help us out. They helped us with promoting the fundraiser through the 'Monday Motivation' initiative. Having The Diana Award support us really added a lot of credibility to this fundraiser".

Through successful fundraising, Shomy and her team supported almost 400 sex workers with 1 months' food and hygiene supplies. They also shone a light on the sex worker community and inspired other groups to also support this community. Link to Shomy's website Awareness 360

Mentoring

The Diana Award Mentoring programme pairs volunteer mentors from the world of work with young people who may benefit from a positive role model in their lives. Through a series of group mentoring sessions, our young mentees gain an insight into the world of work and career skills training.

During the year, our Mentoring programme reached nearly 2,500 young people aged 11 to 18 who were at risk of leaving education, employment or training. Our young people had access to in-person mentoring support, and online Work Experience and Career Lounge events. We are currently running mentoring programmes in Birmingham, Leeds, London and Jersey with support from volunteer mentors from organisations including the Cabinet Office, the NHS, Sky and BT.

In April 2021, over 800 young people took part in a Career Lounge delivered by PwC. This included sessions on 'diversity, inclusion and wellbeing', 'leadership' and 'teamwork'. Following the Career Lounge, 89 per cent of the attendees reported that they had learned something new from the sessions.

In July 2021, we delivered a week-long programme of online Work Experience to over 800 young people. Attendees reported feeling that they understood the steps needed to reach their future ambitions following the sessions. In February 2022, 13 young people attended a special health and social care Career Lounge with sessions on topics including 'life as a student doctor' and 'working as a mental health midwife'.

During summer 2021, The Diana Award delivered a special summer programme in Selby, North Yorkshire in partnership with local organisations. Over the course of five 3-hour sessions, six young mentees explored their aspirations, developed their skills and grew their confidence.

A staff member from the Selby summer programme said: "I cannot believe the difference in these young people since meeting them a year ago. The positive developments each mentee has made has been incredible. You truly have to witness it yourself to feel and understand the full impact that The Diana Award mentoring experience has to offer"

Youth Story - Suvi's Story

Suvi joined the Selby Summer School programme in 2021. Before joining the programme, Suvi was very anxious. Fearful about the future, she struggled to think about her goals and ambitions. Through the Selby Summer School programme, Suvi was paired with a mentor. Working with the mentor and other participants, she developed the skills and confidence to make plans for the future and focus on what she is passionate about.

Following the Selby Summer School programme, Suvi progressed to the Future Focused programme which has supported her to develop a social action project. She said, "I will forever be grateful to everyone at The Diana Award for everything they have done for me in the past and anything that will come from this in the future."?

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Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Impact 3: Young people are powerful and influential

We know that with the right support and advocacy, young people have the passion, energy and insight to lead the change they want to see, for themselves, their communities and the world around them. That is why we are committed to recognising young people as change makers, giving them a platform to further their work and advocating for changes to legislation and policy to address systemic inequality.

While many young changemakers say that systemic inequality negatively impacts their work, it is clear that young people care about making the world a better place.

The Legacy Award

Launched in 2017 to celebrate Diana's legacy in the 20th anniversary year, the Legacy Award takes place every two years. In 2021, 20 Diana Award recipients from across the world were identified as outstanding young leaders, visionaries and role models, who have demonstrated their ability to inspire and mobilise new generations to serve their communities. They were presented with a Legacy Award to recognise their work in December 2021 in a ceremony at Althorp House. Legacy Award recipients also received a personal thanks from The Duke of Cambridge and The Duke of Sussex in memory of their late mother Princess Diana and her legacy.

Legacy Award recipients have access to a two-year development programme to enhance their skills in four key areas:
- Leadership
- Community development
- Social entrepreneurship
- Technology for good

Online skills workshops run by The Diana Award and our partners including Salesforce covered topics including working with the media. Award recipients come together to learn from and network with each other, providing peer support.

During 2021/22, 20 Award recipients have created inspirational blog posts shared across The Diana Award's digital channels on topics aligned to awareness days including Earth Day, World Refugee Day and International Day of Education.

This year, six Legacy Award recipients led their own Conversations for Change sessions. These sessions are designed to enable Diana Award alumni to connect with fellow changemakers across the world, to develop their own projects, share ideas about social action and be an active citizen. 118 Diana Award recipients joined these sessions that covered topics including:
- youth activism during Covid-19
- the future of education, and
- young people as key players in achieving UN sustainable development goals

Legacy Award recipients were asked to rate how their confidence may have been affected because of the experience. Overall, 100% of respondents strongly agreed or agreed to feeling more confident about achieving or further developing their social action project.

One Legacy Award recipient described the development programme experience: "I found the space and people to think deeply and at a greater scale than ever before to take my social work to the next level. The workshops provided launch pads for further discussions and ideas".

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Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES
Anti-bullying

Our Anti-Bullying programme gives young people the skills and confidence to become Anti-Bullying Ambassadors, tackling bullying behaviour in their schools long after the initial online or in-person training session has finished. Following training, Ambassadors are supported to deliver engaging whole-school anti-bullying campaigns and work towards 4 badges which provide structure as they create a kinder, safer school for all.

During the year, schools within the programme earned 65 badges for running successful campaigns to raise awareness of:
- Respect
- Online safety
- Wellbeing
- Community action

11,864 Ambassadors in 741 schools took part in the Anti-Bullying Ambassador Programme during 2021-22.

The work of our Anti-Bullying programme is often guided and shaped by our Youth Board, putting youth voice at the heart of our work. In March 2022, we held a celebratory event for our Youth Board to thank them for their hard work. Seven members of the Youth Board attended the day of fun activities and reflection exercises. This in-person event was a valuable opportunity for the young people to meet and collaborate their successes together after a year of virtual meetings due to COVID-19. Our Youth Board also wrote a letter to the future Youth Board containing helpful ideas and tips to welcome them into their new roles.

The staff lead for Baden Powell and St Peter's Junior School said of the Anti-Bullying Ambassador programme: "Children have been given a voice and have loved getting involved".

Mentoring

Our Mentoring programme supports young people aged 11-18 to connect with volunteer mentors - developing skills, nurturing relationships and building networks of support.

Two sisters, Mya and Elyse, who took part in the Mentoring programme developed an inspiring social action campaign, 'Don't Be Afraid To Be Seen' to explore the impact of negative stereotypes of young people of colour in the media through images created in collaboration with their peers. The campaign was launched during National Mentoring Week in October 2021. With support from the mentoring team, Mya and Elyse facilitated a panel discussion about the campaign and created a call to action for other young people to get involved using the hashtag #BeSeen.

During National Mentoring Week 2021, The Diana Award team organised a series of online events, workshops and webinars for mentors, mentees, business professionals and charitable organisations. We also run the secretariat for the All-Party Parliamentary Group on Mentoring and work with parliamentarians to develop their understanding of the importance and impact of mentoring. We hold an annual campaign, 'One Hour, One Young Person, One Parliamentarian' through which young people meet their local MP to discuss issues that impact them, their peers and their community.

Youth Story - Zubair's Story

Zubair started Znotes as a small blog to share his revision notes with students who may not have access to study resources. His ambition was to tackle educational inequality and give all students access to high quality, free learning resources, support and advice. Znotes has grown to an online community of hundreds of contributors and more than 3.5 million unique visitors, becoming a valuable resource for students and teachers around the world.

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Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES
Zubair received the Legacy Award in 2021, attending the ceremony at Althorp House. As part of the Legacy Award development programme, Zubair spent a week with other award recipients before the ceremony. This unique peer support network enabled the Award recipients to share their experiences and help each other with common challenges. Zubair also developed the skills and passion to use his voice to advocate for equality in education.

PUBLIC BENEFIT
The trustees have given due consideration to the Charity Commission's guidance on public benefit and believe the charity meets those requirements. Our main activities and who we try to help are described above.

VOLUNTEERS
The charity relies on volunteers and donations. Our award holders volunteer with us all year round including opportunities to intern with us. Due to the number of individuals concerned, it is not felt that any reliable value can be placed on their time, so no value has been reflected in the accounts.

ACHIEVEMENT AND PERFORMANCE
Fundraising activities
Members of the fundraising team organise fundraising events and co-ordinate the activities of our sponsors & events. Diana Award does not use professional fundraisers. There have been no complaints about fundraising activity this year.

FINANCIAL REVIEW
Financial position
As at 31 March 2022 the total value of funds was £643,720 (2021: £494,752)
This is made up of unrestricted funds of £214,704 and restricted funds of £429,016.
The restricted funds are not available for the general purpose of the charity.
The unrestricted funds are our reserves after taking into account all restricted and designated funds.

INVESTMENT POLICY AND OBJECTIVES
The charity does not have any long-term reserves or endowments. It is therefore appropriate that any funds that are not immediately required are invested in interest bearing deposit accounts.

RESERVES POLICY
The trustees are seeking to build up unrestricted reserves to a level, both to support the operations of the charity during any temporary reduction in grant income and also to enable a controlled rundown of activities, if it became no longer feasible to continue the operations of the charity. The trustees are therefore working towards holding unrestricted reserves of approximately four months' core expenditure. This position has not yet been reached. The aim is to hold reserves of £440k, as at 31 March 2022 they stand at £214k.

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Report of the Trustees
for the Year Ended 31 March 2022

FINANCIAL REVIEW
Our Future
Our Future Forward Strategy

Global conflict, political uncertainty and financial instability have all exacerbated deep-seated social inequalities. The young people we work alongside have told us about the impacts that these issues have had on their lives and opportunities. They have also told us about their passion to create positive change - to make things better.

This passion continues to inspire us all at The Diana Award and drives us forward to deliver a future fit for our young people as outlined in our five-year strategy, Future Forward and focusing everything we do to unlock potential, create opportunities and inspire action.

Our young people remind us that the challenges they face are global and to tackle them, we need to adopt a global mindset tailored locally.

In the coming year, with the support of our partners and young people, we will continue to do this underpinned by three strategic objectives:

- Elevate The Diana Award as a trusted and leading youth charity that attracts substantial, innovative and long-term partners and funding
- Transform the 'way' that we work to maximise the impact we can make with our resources and people
- Develop and deliver quality programmes for young people that unlock their potential, create opportunities for growth and inspire action.

STRUCTURE, GOVERNANCE AND MANAGEMENT
GOVERNING DOCUMENT

The charity is controlled by its governing document, memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 1985.

TRUSTEE RECRUITMENT, INDUCTION AND TRAINING

It is the aim of the trustees to maintain a balance of skills within the Board and this matter is under regular review. The trustees have agreed a procedure for identifying and selecting suitable candidates to join the Board. All trustees are encouraged to participate in the activities of the Board and steps are taken to ensure that all new trustees have the appropriate information in order to contribute effectively to the Board.

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Report of the Trustees
for the Year Ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT
GOVERNANCE AND MANAGEMENT

The names of the trustees who served during the period under review or are trustees at this date are set out above. The trustees have agreed terms of reference including guidelines for period of service.
The trustees keep under review the composition of the board having regard to the skills required. Any new trustees undergo an induction programme to make them aware of the structure and operations of the charity.
The strategic leadership and management of the charity is delegated to the Chief Executive Officer, Tessy Ojo CBE, who in turn is supported by members of staff with appropriate skills

The Diana Award has a strong, diverse, and active board of up to ten trustees supporting and guiding our organisation. They have a range of expertise across various fields to have a significant input in the governance of the organisation. The board is chaired by Wayne Bulpitt, who has over 23 years' experience of charity governance, especially in the support and development of young people, as well as financial prudence. Wayne's services to young people through the Scout Movement were recognised when he was made a CBE in June 2017.

The board meets quarterly to review progress against agreed strategic objectives as well as review the organisational risk register including finances, in line with emerging trends.

All staff, partner organisations and trainers are DBS checked and the Diana Award will ensure that all staff working on this programme are suitably qualified and trained. The Diana Award Risk Register is part of the suite of quarterly reporting to our Board.

The leadership of The Diana Award is delegated to the Chief Executive Officer, Tessy Ojo CBE, who oversees the organisation's strategic and operational management. Tessy's over 22 years leadership experience and contribution to the youth sector, was recognised in the 2020 Queen's Birthday Honours, when she was awarded a CBE. She also has a number of non-Executive roles including Comic Relief, Chair of #iwill Leadership Board, BBC Charity Appeals, The Royal Taskforce on Cyberbullying and The UK Council for Child Internet Safety (UKCCIS).

Supporting the CEO is the Senior Leadership Team (SLT) made up of: Alex Holmes, Deputy CEO. Alex, a Queens Young Leaders Awardee, has worked closely with the CEO over the past 10 years leading the successful Antibullying Programme. Before joining the organisation, Alex worked in the Education system for 5 years. He currently sits on several global safety advisory boards and councils for technology and social media companies.

As well as Rebecca Andrew, Director of Operations, who has headed up the people and processes function at The Diana Award for the past five years. A graduate of Durham University, she previously headed up operations at the Teaching Awards Trust, and currently serves as a trustee for The Charles Parker Archive Trust.

Also, on the SLT is Rachel Stokes, Director of Programmes. Rachael has worked in the social sector for more than twenty years. Previous roles have included Head of International Programmes at Unicef UK and Head of Volunteering for Development at VSO International. Rachael has served on the boards of Global Justice Now (formerly the World Development Movement), One World Trust and Citizens Advice Wandsworth. She has also served as an Advisor to the Gender and Development Network and Co-Chair of the DFID Learning Partnership on Gender. She has Master's degrees in Social Anthropology (University of Edinburgh) and Social Development (University of East Anglia).

Key management remuneration
Key management are paid a commercial salary for their services to the company.
Any changes to the salary are authorised by the trustees.

RELATED PARTIES
The trustees have a procedure in place concerning potential conflicts of interest and any such matters are disclosed to the Board. No trustee will be party to any decision relating to any matter involving another body that is a related party.

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Report of the Trustees
for the Year Ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

RISK MANAGEMENT

The trustees have identified and reviewed the major risks to which the organisation is exposed. They are satisfied that appropriate systems have been installed to mitigate those risks.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05739137 (England and Wales)

Registered Charity number
1117288

Registered office
1 Mark Square
London
EC2A 4EG

Trustees
Wayne Bulpitt CBE Chair
Kate Emily Hardcastle (resigned 19.5.22)
James Crozier
Patricia Kane
Elizabeth Milovidov
Lindsay Sartori
Michael Abiodun Olatokun (resigned 16.5.22)
Mark McLane (appointed 17.2.22)
Daniel Lawes (appointed 17.2.22)
Fahan Ibrahim-Hashsi (appointed 17.2.22)

Chief Executive
Tessy Ojo CBE

Senior Leadership Team
Tessy Ojo CBE, Chief Executive Officer.
Alex Holmes, Deputy CEO
Rebecca Andrew, Director of Operations
Rachel Stokes, Director of Programmes

Company Secretary
Tessy Ojo

Auditors
Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

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Report of the Trustees
for the Year Ended 31 March 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors
Bates, Wells and Braithwaite LLP
2 - 6 Cannon Street
London
EC4M 6YH

Bankers
NatWest
Hammersmith Branch
22 King's Mall
Hammersmith
London
W6 0QD

Diana Award is registered as a charity in England & Wales . Registered Charity Number 1117288.

Diana Award is registered as a charity with the Office of the Scottish Charity Regulator (OSCR) Registered Charity Number: SC041916

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Diana Award for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees have complied with their duty in Section 4 of 2006 Charities Act to have due regard to guidance published by the Charity Commission , including public benefit guidance.

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Report of the Trustees
for the Year Ended 31 March 2022

AUDITORS
The auditors, Roy Pinnock & Co LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on .....December 2022 and signed on its behalf by:

.....
Wayne Bulpitt CBE - Trustee

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Report of the Independent Auditors to the Members of Diana Award

Opinion

We have audited the financial statements of Diana Award (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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Report of the Independent Auditors to the Members of Diana Award

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the business sector;
We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, child protection, anti-bribery, employment, and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

Identified laws and regulations were communicated within the audit team regularly and the team remained alert to look for instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.
To address the risk of fraud through management bias and override of controls, we:

Performed analytical procedures to identify any unusual or unexpected relationships;
Tested journal entries to identify unusual transactions;
Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
agreeing financial statement disclosures to underlying supporting documentation;
reading the minutes of meetings of those charged with governance;
enquiring of management as to actual and potential litigation and claims; and
reviewing correspondence with HMRC, relevant regulators including the Health and Safety Executive, and the company's legal advisors.

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There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.
Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

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Natalie Coleman (Senior Statutory Auditor)
for and on behalf of Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Date: .....December 2022

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	218,712	1,322,362	1,541,074	925,949
Charitable activities					
Associated with delivering the Award		-	-	-	4,722
Anti-Bullying Campaign		-	290,500	290,500	332,721
Other trading activities	3	118,041	217,250	335,291	59,775
Investment income	4	34	-	34	102
Total		336,787	1,830,112	2,166,899	1,323,269
EXPENDITURE ON					
Raising funds	6	79	104,863	104,942	107,196
Charitable activities	7				
Associated with delivering the Award		174,706	5,000	179,706	71,173
Anti-Bullying Campaign		69,739	1,001,519	1,071,258	636,592
Training and Mentoring Campaign		-	556,377	556,377	506,245
Youth Development		-	105,648	105,648	-
Total		244,524	1,773,407	2,017,931	1,321,206
NET INCOME		92,263	56,705	148,968	2,063
RECONCILIATION OF FUNDS					
Total funds brought forward		122,441	372,311	494,752	492,689
TOTAL FUNDS CARRIED FORWARD		214,704	429,016	643,720	494,752

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The notes form part of these financial statements

Balance Sheet
31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
FIXED ASSETS					
Tangible assets	13	10,480	-	10,480	5,882
CURRENT ASSETS					
Debtors	14	34,605	1,020,985	1,055,590	158,210
Cash at bank and in hand		316,882	441,431	758,313	1,450,382
		351,487	1,462,416	1,813,903	1,608,592
CREDITORS					
Amounts falling due within one year	15	(147,264)	(1,033,399)	(1,180,663)	(1,119,722)
NET CURRENT ASSETS		204,223	429,017	633,240	488,870
TOTAL ASSETS LESS CURRENT LIABILITIES		214,703	429,017	643,720	494,752
NET ASSETS		214,703	429,017	643,720	494,752
FUNDS	17				
Unrestricted funds				214,703	122,441
Restricted funds				429,017	372,311
TOTAL FUNDS				643,720	494,752

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These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on .....December 2022 and were signed on its behalf by:

.....
Wayne Bulpitt CBE - Trustee

The notes form part of these financial statements

Cash Flow Statement
for the Year Ended 31 March 2022

	Notes	31.3.22 £	31.3.21 £
Cash flows from operating activities			
Cash generated from operations	1	(679,982)	1,304,845
Net cash (used in)/provided by operating activities		(679,982)	1,304,845
Cash flows from investing activities			
Purchase of tangible fixed assets		(12,121)	(7,198)
Interest received		34	102
Net cash used in investing activities		(12,087)	(7,096)
Change in cash and cash equivalents in the reporting period		(692,069)	1,297,749
Cash and cash equivalents at the beginning of the reporting period		1,450,382	152,633
Cash and cash equivalents at the end of the reporting period		758,313	1,450,382

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The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 March 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.22 £	31.3.21 £
Net income for the reporting period (as per the Statement of Financial Activities)	148,968	2,063
Adjustments for:		
Depreciation charges	7,523	4,266
Interest received	(34)	(102)
(Increase)/decrease in debtors	(897,380)	967,762
Increase in creditors	60,941	330,856
Net cash (used in)/provided by operations	(679,982)	1,304,845

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank and in hand	1,450,382	(692,069)	758,313
	1,450,382	(692,069)	758,313
Total	1,450,382	(692,069)	758,313

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The notes form part of these financial statements

Notes to the Financial Statements for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts have been prepared on a going concern basis. Indications from the charities forecasts & budgets show that this would be the most appropriate method.There are no significant uncertainties that exist that would make this not appropriate.

The financial statements give a true and fair view of the charity's financial position, financial performance and cash flows. The charity SORP (FRS 102) has been applied to give a true & fair view.

Critical accounting and judgements
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results
The key assumptions concerning the future and key sources of estimation of uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:
-Deferred income requiring a judgement for entitlement.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.
This method is applied to each category of income.
Income received has been deferred when it relates to projects after the year end.
Grants - are accounted for in the period they are due.
Donations- are accounted for in period they are received
Sponsorship - is accounted for in the period they are due.
Training & Merchandise - are accounted for in period the transaction took place.
Legacies - are accounted for once entitlement is verified.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds
This includes the costs associated with attracting voluntary income and the costs of items sold for fundraising purposes.

Governance costs
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.

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Notes to the Financial Statements - continued for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES - continued

Allocation and apportionment of costs
Costs are allocated directly to the project to which they relate. Where the costs incurred relate to more than one project, then the costs are apportioned on a basis consistent with the resource. If staff are involved on a number of different projects then the cost is apportioned according to time spent on each project.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	20% on cost
Computer equipment	-	33% on cost

These are held at cost less accumulated depreciation and impairment charges.
The cost of minor additions or those below £150 are not capitalised. The assets purchased in the year were funded out of charitable funds and had no significant impact on the companies cash flow.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Covid 19
The charity has been affected by COVID 19 due to lost revenue from school events, not able to offer the face -to-face programmes, and the cancellation of the planned events due to take place.

These losses have been substantially mitigated against with funding through the bid lottery, a few other grant makers as well as the governments furlough scheme and saving on costs such as travel.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated services
During the year a number of volunteers gave up their time to help the charity with activities.
It is not considered that any reliable value can be placed on the monetary value of the volunteers, for this reason no value has been reflected in the accounts.Legitimate out of pocket expenses have been paid.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

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Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES - continued

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Operating Leases
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

2. DONATIONS AND LEGACIES

	31.3.22	31.3.21
	£	£
Donations	227,021	143,337
Legacies	10,000	-
Grants	1,304,053	782,612
	1,541,074	925,949

Grants were received for furlough payments of £NIL during the year (2021:£58,935).

Grants received, included in the above, are as follows:

	31.3.22	31.3.21
	£	£
For the provision of services to young people as part of the charitable activities	1,304,053	782,612

3. OTHER TRADING ACTIVITIES

	31.3.22	31.3.21
	£	£
Sales- Lapel Pins & Wristbands	11,134	2,857
Sponsorships	317,250	48,000
Fundraising Income	6,907	8,918
	335,291	59,775

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Notes to the Financial Statements - continued for the Year Ended 31 March 2022

4. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	34	102

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.22	31.3.21
		£	£
Grants	Associated with delivering the Award	-	4,722
Training	Anti-Bullying Campaign	-	721
Grants	Anti-Bullying Campaign	290,500	332,000
		290,500	337,443

The charity received a government grant from the department of education during the year for £290,500 (2021:£332,000).
There are no unfulfilled conditions in relation to these grants.
No other forms of government assistance have been received during the year.

Grants received, included in the above, are as follows:

	31.3.22	31.3.21
	£	£
For the provision of services to young people as part of the charitable activities	290,500	336,722

6. RAISING FUNDS

Raising donations and legacies

	31.3.22	31.3.21
	£	£
Staff costs	102,585	106,981

Other trading activities

	31.3.22	31.3.21
	£	£
Purchases	2,357	215
Aggregate amounts	104,942	107,196

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Notes to the Financial Statements - continued for the Year Ended 31 March 2022

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Associated with delivering the Award	-	179,706	179,706
Anti-Bullying Campaign	70,363	1,000,895	1,071,258
Training and Mentoring Campaign	254	556,123	556,377
Youth Development	1,470	104,178	105,648
	72,087	1,840,902	1,912,989

8. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Associated with delivering the Award	177,153	2,526	27	179,706
Anti-Bullying Campaign	995,470	-	5,425	1,000,895
Training and Mentoring Campaign	552,146	977	3,000	556,123
Youth Development	104,178	-	-	104,178
	1,828,947	3,503	8,452	1,840,902

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.22	31.3.21
	£	£
Auditors' remuneration	6,500	6,500
Other non-audit services	1,952	1,464
Depreciation - owned assets	7,523	4,266
Other operating leases	56,415	55,835

10. TRUSTEES' REMUNERATION AND BENEFITS

During the year the trustees received no remuneration or benefits (2021: nil)

During the year Key Management received remuneration of £77,213 (2021: £70,720)

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10. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

No Expenses were reimbursed to trustees during the year (2021:£759).

11. STAFF COSTS

	31.3.22	31.3.21
	£	£
Wages and salaries	1,260,645	813,013
Social security costs	114,275	77,824
Other pension costs	39,314	26,428
	1,414,234	917,265

The average monthly number of employees during the year was as follows:

	31.3.22	31.3.21
Management	3	3
Delivering the Award & Projects	40	18
Administration	2	2
	45	23

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.22	31.3.21
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-
	1	1

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	137,142	788,807	925,949
Charitable activities			
Associated with delivering the Award	4,722	-	4,722
Anti-Bullying Campaign	721	332,000	332,721
Other trading activities	46,775	13,000	59,775
Investment income	102	-	102
Total	189,462	1,133,807	1,323,269

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12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Raising funds	106	107,090	107,196
Charitable activities			
Associated with delivering the Award	71,173	-	71,173
Anti-Bullying Campaign	-	636,592	636,592
Training and Mentoring Campaign	-	506,245	506,245
Total	71,279	1,249,927	1,321,206
NET INCOME/(EXPENDITURE)	118,183	(116,120)	2,063
RECONCILIATION OF FUNDS			
Total funds brought forward	4,257	488,432	492,689
TOTAL FUNDS CARRIED FORWARD	122,440	372,312	494,752

13. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2021	4,430	23,289	27,719
Additions	-	12,121	12,121
At 31 March 2022	4,430	35,410	39,840
DEPRECIATION			
At 1 April 2021	4,430	17,407	21,837
Charge for year	-	7,523	7,523
At 31 March 2022	4,430	24,930	29,360
NET BOOK VALUE			
At 31 March 2022	-	10,480	10,480
At 31 March 2021	-	5,882	5,882

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Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Debtors	1,009,424	81,834
Other debtors	804	-
VAT	-	26,707
Prepayments & Accrued Income	45,362	49,669
	1,055,590	158,210

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Creditors	52,272	30,952
Social security and other taxes	70,690	25,588
VAT	14,827	-
Other creditors	9,240	5,499
Accruals & Deferred Income	1,033,634	1,057,683
	1,180,663	1,119,722

Income has been deferred where the project hasn't started by the year end and the project is planned for the following year, or it has been agreed with the donor to defer the project .Entitlement to these funds has not occurred until the project is started.
The amount of deferred income carried forward at 31.03.22 is £1,021,650 (2021 : £1,019,703).

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.22	31.3.21
	£	£
Within one year	44,534	40,815

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Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

17. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	122,441	92,262	214,703
Restricted funds			
Training & Mentoring	94,755	(64,670)	30,085
Antibullying Ambassadors	22,124	(22,124)	-
Facebook	80,178	16,814	96,992
Antibully Ambassadors	20,903	50,265	71,168
Nationwide	15,997	90,055	106,052
Salesforce	-	12,185	12,185
Workday	46,532	(46,532)	-
Big Lottery	6,780	(6,780)	-
Children in need	7,482	(7,482)	-
HSBC Jersey	7,379	10,498	17,877
KPMG	5,036	(5,036)	-
YFF	64,253	(25,574)	38,679
Barclays	265	(265)	-
St James Palace	627	(627)	-
Postcode Lottery	-	8,675	8,675
Spirit	-	23,193	23,193
Head & Shoulders	-	24,111	24,111
	372,311	56,706	429,017
TOTAL FUNDS	494,752	148,968	643,720

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Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	336,787	(244,525)	92,262
Restricted funds			
Training & Mentoring	500	(65,170)	(64,670)
Antibullying Ambassadors	290,500	(312,624)	(22,124)
Facebook	180,000	(163,186)	16,814
Antibully Ambassadors	82,251	(31,986)	50,265
Award	5,000	(5,000)	-
Nationwide	517,649	(427,594)	90,055
Salesforce	202,479	(190,294)	12,185
Workday	-	(46,532)	(46,532)
Big Lottery	-	(6,780)	(6,780)
Children in need	40,000	(47,482)	(7,482)
Zurich Insurance	30,000	(30,000)	-
HSBC Jersey	34,800	(24,302)	10,498
KPMG	7,000	(12,036)	(5,036)
YFF	150,624	(176,198)	(25,574)
Barclays	-	(265)	(265)
St James Palace	40,000	(40,627)	(627)
Mercers Trustees	49,400	(49,400)	-
Postcode Lottery	92,508	(83,833)	8,675
Spirit	46,400	(23,207)	23,193
Head & Shoulders	61,001	(36,890)	24,111
	1,830,112	(1,773,406)	56,706
TOTAL FUNDS	2,166,899	(2,017,931)	148,968

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17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	4,257	118,184	122,441
Restricted funds			
Training & Mentoring	260,499	(165,742)	94,757
Antibullying Ambassadors	-	22,124	22,124
Facebook	188,378	(108,200)	80,178
Antibully Ambassadors	-	20,902	20,902
Jack Petchey	8,544	(8,544)	-
Nationwide	31,011	(15,014)	15,997
Workday	-	46,532	46,532
Big Lottery	-	6,780	6,780
Children in need	-	7,482	7,482
HSBC Jersey	-	7,379	7,379
KPMG	-	5,036	5,036
YFF	-	64,252	64,252
Barclays	-	265	265
St James Palace	-	627	627
	488,432	(116,121)	372,311
TOTAL FUNDS	492,689	2,063	494,752

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continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	189,462	(71,278)	118,184
Restricted funds			
Training & Mentoring	29,624	(195,366)	(165,742)
Antibullying Ambassadors	336,522	(314,398)	22,124
Facebook	33,362	(141,562)	(108,200)
Antibully Ambassadors	23,339	(2,437)	20,902
Jack Petchey	987	(9,531)	(8,544)
Nationwide	113,650	(128,664)	(15,014)
Salesforce	77,478	(77,478)	-
Workday	54,410	(7,878)	46,532
Big Lottery	203,251	(196,471)	6,780
Children in need	40,000	(32,518)	7,482
Zurich Insurance	40,000	(40,000)	-
HSBC Jersey	34,801	(27,422)	7,379
KPMG	7,000	(1,964)	5,036
YEF	17,990	(17,990)	-
YFF	75,199	(10,947)	64,252
Barclays	6,193	(5,928)	265
St James Palace	40,001	(39,374)	627
	1,133,807	(1,249,928)	(116,121)
TOTAL FUNDS	1,323,269	(1,321,206)	2,063

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continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	4,257	210,446	214,703
Restricted funds			
Training & Mentoring	260,499	(230,412)	30,087
Facebook	188,378	(91,386)	96,992
Antibully Ambassadors	-	71,167	71,167
Jack Petchey	8,544	(8,544)	-
Nationwide	31,011	75,041	106,052
Salesforce	-	12,185	12,185
HSBC Jersey	-	17,877	17,877
YFF	-	38,678	38,678
Postcode Lottery	-	8,675	8,675
Spirit	-	23,193	23,193
Head & Shoulders	-	24,111	24,111
	488,432	(59,415)	429,017
TOTAL FUNDS	492,689	151,031	643,720

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continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	526,249	(315,803)	210,446
Restricted funds			
Training & Mentoring	30,124	(260,536)	(230,412)
Antibullying Ambassadors	627,022	(627,022)	-
Facebook	213,362	(304,748)	(91,386)
Antibully Ambassadors	105,590	(34,423)	71,167
Award	5,000	(5,000)	-
Jack Petchey	987	(9,531)	(8,544)
Nationwide	631,299	(556,258)	75,041
Salesforce	279,957	(267,772)	12,185
Workday	54,410	(54,410)	-
Big Lottery	203,251	(203,251)	-
Children in need	80,000	(80,000)	-
Zurich Insurance	70,000	(70,000)	-
HSBC Jersey	69,601	(51,724)	17,877
KPMG	14,000	(14,000)	-
YEF	17,990	(17,990)	-
YFF	225,823	(187,145)	38,678
Barclays	6,193	(6,193)	-
St James Palace	80,001	(80,001)	-
Mercers Trustees	49,400	(49,400)	-
Postcode Lottery	92,508	(83,833)	8,675
Spirit	46,400	(23,207)	23,193
Head & Shoulders	61,001	(36,890)	24,111
	2,963,919	(3,023,334)	(59,415)
TOTAL FUNDS	3,490,168	(3,339,137)	151,031

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continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

18. RELATED PARTY DISCLOSURES

The amount of expenses paid to trustees of nil (2021:nil).

19. RESTRICTED FUNDS

As at 31 March 2022 the balance on each restricted fund was:

	Balance	Represented by: Bank	Debtors & Accrued Income	Creditors & Deferred Income
	£	£	£	£
Antibullying Ambassadors (DFE) Giving young people the skills & confidence to tackle bullying	0	-144,698	145,250	-552
Training & Mentoring Programme Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills.	30,085	34,024	0	-3,939
Facebook Sponsorship of anti bullying week, showcase events, resources and youth board safety trips and videos	96,992	97,183	0	-191
ABA Campaign provides training for young people, staff and parents to tackle bullying, and to enable young people to reduce the incidence of bullying in their schools, and in their communities, and online	71,168	51.528	20,100	-460
Nationwide To support Anti-Bullying Ambassadors	106,052	177,783	745,475	-817,206
Head & Shoulders An Antibullying campaign which promotes inclusion and respect in schools	24,111	6,111	18,000	0
# I WILL Tackles Anti-racist and Sexual bullying in Primary schools across England	0	86,000	0	-86,000
Post Code Lottery	8,675	-45,773	54,448	0

continued...

19. RESTRICTED FUNDS - continued

The Changemakers project tackles the shameful racial inequalities that exist in the access to, and quality of, mental health support for young people from all racialised communities, by placing them at the heart of reimagining and redesigning a mental health support service that is fit for purpose and culturally competent				
HSBC Jersey Supporting the Mentoring Programme in Jersey to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	17,877	17,877	0	0
Spirit Tackles anti-racism in secondary schools across England	23,193	23,193	0	0
YFF Supporting the Mentoring Programme to build the resilience andcharacter of young people by providing guidance indecision making, active citizenship, life and career skills	38,679	967	37,712	0
Salesforce Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	12,185	137,237	0	-125,052
Total	429,017			

The deferred income is not included in the fund balance above.

20. COMPANY STATUS

Diana Award is a charitable company registered in England and Wales Number 0573913, and is a private company limited by guarantee. The registered office of the company is 1 Marks Square, London EC2A 4EG.

DIANA AWARD

England & Wales - Charity number 1117288

Accounts

REGISTERED COMPANY NUMBER: 05739137 (England and Wales)
REGISTERED CHARITY NUMBER: 1117288

Report of the Trustees and

Financial Statements

for the Year Ended 31 March 2021

for

Diana Award

Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Diana Award

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for the Year Ended 31 March 2021

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Diana Award

Report of the Trustees for the Year Ended 31 March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

About the Diana Award

The Diana Award was founded on the belief that young people have the power to change the world. More than 20 years on it remains a firm foundation for our work. We celebrate and support young people leading change in their communities. And we break down barriers for future change makers to shape today's world.

We exist to empower young people to make positive change in their lives, their communities and the world.

Never more needed

"Lockdown has exposed young people to an unprecedented level of trauma, loss and adversity. School closures have meant a significant disruption to the daily lives of children and young people. Lost routines, reduced social contact, and many unable to access things that support their wellbeing."
Lanre Adeleye, Diana Award mentee, addressing the All-Party Parliamentary Group on Mentoring, March 2021

The Covid-19 pandemic and the climate emergency have affected the lives of millions, exacerbating social inequalities and impacting on mental as well as physical health. These effects have been felt most acutely by young people.
- 4.3 million children living in poverty in the UK in March 2020
- 963,000 young people not in education, employment or training (NEET) in the UK
-Nearly half (46%) of young people reported experiencing bullying behaviour in the last 12 months

Despite the challenges of the pandemic, 70% of our young people are more engaged than ever with social and community action, with 98% of gen Z saying that they care about the problems the world faces.

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES

Our work

Our work with young people centres on unlocking their potential, creating opportunities for growth and inspiring action.

Our core programmes include:

- Anti-Bullying: We engage young people to change the attitudes, behaviours and culture of bullying by building skills and confidence to address difference situations, both online and offline.
- Award and Development: We award exceptional young people for selflessly creating and sustaining positive social change.
-Mentoring: We build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills.

During 2020/21 our three programme teams were brought together under a single directorate. We established a new impact and evaluation function and developed a new programmes strategy focused on the following three aims:

1. Increasing our effectiveness and impact: by embedding evidence-driven, youth-led approaches across our programmes.
2. Enhancing our expertise and profile: as a platform and catalyst for youth-led social action.
3. Increasing our voice and influence: on policies and practices that affect the young people we work with and their ability to effect social change.

Our 2020/21 Highlights

Unlocking Potential

With support, guidance and opportunities every young person can reach their full potential, ensuring no young person is left out or left behind.

"Organisations like The Diana Award have never been more important in nurturing the talent of young people and working with them to change the world for the better."
HRH The Duke of Cambridge

Unlocking potential for youth action

This year, young people have demonstrated their desire and capacity for social change, despite the challenges of the global pandemic. Many have served their communities through campaigning, volunteering, fundraising, fighting injustice or overcoming extreme life challenges. Although their causes and backgrounds vary, what they all have in common is a commitment and desire to their communities and the world.

The prestigious Diana Award recognises the efforts of young people to inspire and mobilise others and to serve their communities. By celebrating their action, we aim to unlock the potential in other young people to be the change they want to see.

In 2020, 184 exceptional young people received the Diana Award. Their achievements were recognised at our first virtual global awards ceremony in July 2020, streamed to a global audience hundreds of thousands on YouTube. The ceremony was hosted by The Vamps star James McVey with support from celebrities including The Duke of Sussex, Dame Emma Thompson DBE, Will Poulter and many more who honoured young changemakers from all over the globe.

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES

Unlocking the potential to change attitudes and behaviours

Bullying behaviour affects nearly half of all young people and can negatively affect mental health and wellbeing. This year, the closure of schools did not stop bullying behaviour which can happen online across social media platforms. In response, we transferred our training programme online in March 2020 so that we could continue to reach thousands of young people and provide our CPD accredited training for educators.

Our Anti-Bullying Ambassador programme unlocks the potential in students to tackle bullying behaviour and act as agents of change in standing up to bullying. During 2020/2021, we trained 4,777 young people and 490 educators in 292 schools. This included 2,261 children and 225 educators in 135 secondary schools and 2,229 children and 227 educators in 125 Primary schools.

In September, The Diana Award, Nationwide Building Society and over 2 million young people from thousands of schools joined together to welcome one another back to school and remind everyone of the need for mutual respect in our schools and communities. Celebrities and VIPs endorsed The Big Assembly and over 1M students across the UK have pledged to put an end to bullying behaviour, to celebrate diversity and create communities of kindness.

Unlocking potential to guide change

The global pandemic has had a negative impact on social mobility increasing the gap between disadvantaged students and their more affluent peers. As a result, our mentoring programme has never been more needed. Working with young people at risk of becoming NEET (Not in Education, Employment or Training), the programme equips them with knowledge of routes to further education and employment, improving their work skills to increase their employability. We deliver our programme in four regions: London, Birmingham, Leeds and Jersey.

In 2020/21, we adapted our 12-week mentoring programme to deliver it online. Aware of the impact of school closures and potential rising youth unemployment on young people, our mentors and facilitators placed particular emphasis on supporting young people to be aware of their mental health and helped them develop strategies to stay well and resilient during challenging times.

This year, more than 50 professional mentors from a diverse range of backgrounds and career paths provided insight into their professional lives and shared personal experiences on topics like effective time planning, public speaking, interview skills and personal branding.

The community spirit shown across the country during national lockdowns renewed our mentoring team's commitment to engaging young people in youth social action. Mentees participated in the social action strand of the programme, working together on projects that could positively contribute to their communities and get their voices heard.

YOUTH SPOTLIGHT

MADDISON TORY, DIANA AWARD RECIPIENT 2020

Maddison Tory is a 17-year-old healthcare campaigner from Calgary, Canada. In 2020, Maddison received the Diana Award for her commitment to improving the quality of life for children suffering from chronic or acute illness, injury, and mental health issues. Passionate about global childhood health, Maddison is dedicated to giving a voice to children and young people in their own healthcare journeys.

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES

Maddison said: "The Diana Award has given me some of the tools, support, and confidence to become a catalyst for positive and meaningful social change. Sometimes all you need to know is that there are people behind you that believe in you. And this can give us the confidence and power to step up and really take our advocating to the next level. I believe that this is what The Diana Award did for me!

"My primary focus will be on how I can make change in hospital systems, as well as advocating for youth to find their voices in their own health care systems. I want to stay connected to The Diana Award- I have made life-long connections to some people both the staff and award recipients. I want to continue engage and participate in the amazing mentoring and education sessions as The Diana Award has become a true family to me."
Find out more about Maddison's story at diana-award.org.uk/stories/maddison-tory-case-study/

Creating Opportunities

Young people deserve a seat at the table to shape decisions about our shared future. Their voice enriches decision-making and inspires us all to do more and do better.

"There is great need for young leadership and there is no greater time to be a young leader. I believe in you. We believe in you. And that belief in your own ability to change the world in doing the right thing is what makes you a force to be reckoned with."

The Duke of Sussex

Creating opportunities for youth social action

Receiving The Diana Award marks the beginning of our collaboration with Award recipients. After the award ceremony, all our young changemakers enrol on a year-long programme that offers a wide variety of opportunities to develop the skills and practical knowledge to create positive, sustainable change and develop as a person.

During 2020/21 the Award Development Programme created opportunities through

- Six peer-led 'Conversations for Change' networking and learning events
-16 workshops and webinars to develop practical skills
-Weekly 'Motivation Mondays' across social media channels to profile award recipients
-Support from partner organisations including Salesforce to develop new skills
-Providing a platform to increase awareness of the work of award recipients

Creating opportunities to tackle bullying behaviour

As a charity, we strive for a world free of bullying behaviour. Our anti-bullying programme provides ongoing advice and support to school communities once they have received their initial anti-bullying training to help them address bullying behaviour in their school communities.

During 2020/21, we provided:

- Upskill training to 287 young people and 38 educators in 27 schools to help them develop their knowledge and skills to deliver strong anti-bullying campaigns
- CPD training to 265 educators
- Over 50 resources and support articles for anti-bullying ambassadors and educators on a range of issues, from Covid-19 and mental health to challenging racist bullying behaviour online
- Seven new videos for schools to share with anti-bullying ambassadors and the wider student body on topics including 'How to be an Upstander' and 'Social Media and the Online World'.

OBJECTIVES AND ACTIVITIES

Throughout the year the anti-bullying team continued to offer trained Anti-Bullying Ambassador schools the opportunity to earn badges focused on different areas of anti-bullying work including respect, community action, wellbeing and online safety. Schools must complete five campaign actions towards each badge and Anti-Bullying Ambassadors are encouraged to lead the work. 33 badges were earned by schools across the UK in 2020/21, and many other schools developed plans to earn their badges when they reopened.

Our National Anti-Bullying Youth Board is made up of young people from across England who are passionate about tackling bullying behaviour. They have a wide range of experiences and backgrounds, and some have directly experienced bullying behaviour in the past. Their feedback helps The Diana Award to shape our anti-bullying programmes and aftercare support, including training content and resources. Our Youth Board members often also represent The Diana Award at external events.

Creating opportunities to prepare for the world of work

We work with a range of partners to make sure that young people from all backgrounds have access to the support and opportunities to kick-start their journey in the world of work.

To help get young people ready for the world of world, our mentoring team runs a series of Career Lounge workshops and webinars. At these sessions, young people hear from a host of experts who shared insight into the professional world, while facilitated workshops developed young people's practical skills. This year, over 600 young people from around the world kickstarted their professional development by joining us for sessions on topics including leadership, goal-setting, entrepreneurship and elevator pitches.

In 2020, The Diana Award partnered with HSBC to support pre-NEET young people, aged between 13-16 years old in Jersey to improve their workplace readiness, increase social mobility and instil active citizenship. The Jersey mentoring programme paired young people with a local Police Officer mentor to develop mutual understanding and explore ways to work together for community cohesion.

YOUTH SPOTLIGHT

TYLER BOSWELL, ANTI-BULLYING AMBASSADOR

Tyler is an anti-bullying ambassador and student representative. When schools reopened after lockdown, Tyler contacted the Diana Award for guidance to guidance about restarting anti-bullying campaigns in his school.

Tyler said: "The Diana Award has been a massive inspiration to me for years, ever since I first found out about its existence in 2018, and since becoming an Anti-Bullying Ambassador in 2019. The work you all do and seeing how many young people benefit from it, and the change you make in people's lives is what made me apply to become an Anti-Bullying Ambassador.

"Being the leader of the Anti-Bullying Ambassador team at my school has developed my leadership skills and it has increased the confidence I have in myself. I was originally unsure of taking on the role and took it on telling myself that if it got too difficult, I'd give it up. But after being lead for the past seven months now, I can say I'm much more confident now that I have ever been.

"It would be foolish to think that bullying would be extinct in five years, because it won't be. I wish to see exactly what is happening now, except bigger and better, and with more people trying to make a difference."?

Inspiring Action

Young people deserve a seat at the table to shape decisions about our shared future. Their voice enriches decision-making and inspires us all to do more and do better.

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES

"In a world where our youth is challenged every day in many different ways around the world, The Diana Award is a fantastic platform that identifies talent, passion, opportunity, determination, attitude, aptitude and helps many young brilliant people take their projects further. Thank you Diana Award for empowering our youth."
Alex Cruz, Former Chair and CEO of British Airways

Inspiring action to celebrate black excellence

The Diana Award is passionate about supporting the change that our young people want to make in the world. While we celebrate Black History Month every year at The Diana Award, this year we felt inspired to take our commemoration further. In the wake of the Black Lives Matter movement, we decided to champion the change our young people want to make.

A Youth Working Group of young people engaged with our programmes wanted to host an intergenerational discussion panel, celebrating and learning from black social activists and their intersectional experiences. We worked with the group and their wider their wider networks to organise the event, hosted by 2017 Legacy Award recipient Mercy Shibemba and former Anti-Bullying Ambassador James Okulaja. 25 young people, activists and supporters came together to celebrate black excellence through the lens of 2020.

Inspiring action in school communities

We work closely with schools and partners to inspire action and affect change within communities. During November 2020's Anti-Bullying Week, our National Anti-Bullying Youth Board hosted a roundtable discussion bringing together panellists from Demos, Facebook and The Diana Award to launch the report A Peer's Perspective, The Impact of a Peer-To-Peer Approach to Bullying Behaviour at School and Online.

This independent evaluation report, carried out by the cross-party think tank Demos, found that The Diana Award's Anti-Bullying Ambassador Programme (supported by Facebook and the Department for Education) made a significant difference in tackling bullying behaviour at participating schools.

The roundtable event was hosted by our Youth Board, with an anti-bullying trained school and Vicky Ford MP, Minister for Children and Families and attended by 88 people representing a wide range of organisations. Exploring the theme of #UnitedAgainstBullying, panellists discussed the need for industry and policymakers to collaborate to combat online harms. Young people and school staff inspired us with their commitment to improving the culture of their communities.

Inspiring action on youth mentoring

The Diana Award works with partners and stakeholders to raise the profile of youth mentoring. We are Secretariat for the All-Party Parliamentary Group (APPG) on Mentoring - a cross-party group of MPs and peers who work to raise the profile of mentoring, share best practice and provide a network for the mentoring community across the UK. As the Secretariat, the Diana Award helps co-ordinate the running of the group, chaired by CEO Tessy Ojo, CBE alongside parliamentary representatives Dr Lisa Cameron MP (SNP, East Kilbride) and Lord Hastings of Scarisbrick.

In January 2021, the APPG met to explore the challenges facing children and young people during the COVID-19 pandemic, and the evolving role that mentoring could play in combatting these challenges immediately and in the long term. Members heard directly from young people and from mentoring organisations, with key recommendations including:
- Advocating: advocate for and invest in youth mentoring, which needs to be a key intervention in building back better for children and young people, both within and outside of school settings
- Co-creating: young people should be directly engaged in the design (and delivery) of mentoring interventions and the wider response to the pandemic

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES

-- Listening: listen to what young people have to say - their challenges, what they need, how best to support them

YOUTH SPOTLIGHT

GEORGE ROSENFELD AND ANDREW TAYLOR, DIANA AWARD RECIPIENTS 2020

George Rosenfeld and Andrew Taylor received the Diana Award in 2020. George is the founder of Raise, an award-winning, student-led initiative aiming to change the way students think about deliberate, effective giving. Andrew Taylor is the founder of Allos Review, a review site where allergy sufferers can share their experiences of eating out and help others know the best places for them. George and Andrew connected through the Diana Award changemakers community and collaborated to raise £9,000 to provide lifesaving mosquito nets to protect more than 10,000 people from malaria.

Andrew said: "Many Diana Award recipients, like George, have made a truly inspiring contribution in their local area. However, there are so many other like-minded recipients across the world that would be able to expand and grow initiatives and spread impact beyond their local area. I think this showcases the positive knock-on effect that being part of The Diana Award network can have."

George said: "The Diana Award has had a real, tangible impact. Last year after receiving the award, Raise was in the process of expanding to new universities in the UK. The Diana Award shared our application form with the changemaker network, and that's how we connected with Andrew.

"It can often be difficult to identify exactly where a connection was made which led to concrete impact. In this case, 10,000 people will be protected from malaria who wouldn't otherwise have been had it not been for this platform (and Andrew's hard work!)."

PUBLIC BENEFIT

The trustees have given due consideration to the charity commission's public guidance on public benefit & believe it meets those requirements.

VOLUNTEERS

The charity relies on Volunteers and donations. Our awardholders volunteer with us all year round including the opportunities to intern with us.Due to the number of individuals concerned, it is not felt that any reliable value can be placed on their time, so no value has been reflected in the accounts.

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

Members of the fundraising team organise fundraising events and co-ordinate the activities of our sponsors & events. Diana Awards does not use professional fundraisers. There have been no complaints about fundraising activity this year. Currently, this is expected to continue to be the case but Covid-19 has impacted on fundraising plans this will be kept under review

FINANCIAL REVIEW

Financial position

As at the 31st March 2021 the total value of funds was £494,752 (2020:£492,689)
This is made up of unrestricted funds of £122,441 & restricted funds of £372,311.
The restricted funds are not available for the general purpose of the charity.
The unrestricted funds are the reserves after taking into account all restricted & designated fund.

FINANCIAL REVIEW

INVESTMENT POLICY AND OBJECTIVES

The Charity does not have any long-term reserves or endowments. It is therefore appropriate that any funds that are not immediately required are invested in interest bearing deposit accounts.

RESERVES POLICY

The trustees are seeking to build up the unrestricted reserves to a level, both to support the operations of the charity during any temporary reduction in grant income and also to enable a controlled rundown of activities, if it became no longer feasible to continue the operations of the Charity. The trustees are therefore working towards holding unrestricted reserves of approximately four months total expenditure. This position has not yet been reached.The aim is for reserves of £440k , the current reserves is £122k.

FINANCIAL REVIEW

Future Plans

In late 2019, we set out to develop a new five-year strategy for The Diana Award, to draw together the different strands of our work, take advantage of new ideas and opportunities, and make the best use of our talent and resources.

We listened to the young people at the heart of everything we do. We talked to the expert staff who deliver our programmes. We gathered feedback from the trustees and partners whose support is so vital to our success. And then the global pandemic hit and we had to take time to re-shape our thinking to respond to the profound impact it has had on the lives of young people.

All of this has shaped Future Forward - an ambitious plan that sets out how we will empower young people to make positive change over the next five years.

THE STRATEGY

YOUNG PEOPLE HAVE THE POWER TO CHANGE THE WORLD

The Diana Award was founded on that belief, one shared by Diana, Princess of Wales. And 20 years on, it remains a firm foundation for our work. We celebrate and support young people leading change in their communities. And we break down barriers for future Change Makers to shape today's world.

Over the next 20 years and far into the future, we're committed to our mission and hopeful for the world youth will create. Because our future is safest in the hands of those who will live it. So we are developing a partnership that:

- unlocks their potential
- creates opportunities for growth
- inspires action by championing change in all its forms.

OUR MISSION

We exist to empower young people to make positive change
We do this by:

1. UNLOCKING POTENTIAL

With support, guidance and opportunities every young person can reach their full potential, ensuring no young person is left out or left behind.

We will:

- Develop confidence, resilience and improve wellbeing for young people across all our programmes - encouraging young people to be the best version of themselves
- challenge systemic barriers which prevent young people unlocking their full potential
- Improve workplace readiness and instil active citizenship through a range of mentoring interventions and campaigns

2. CREATE OPPORTUNITIES

Young people deserve a seat at the table to shape decisions about our shared future. Their voice enriches decision-making and inspires us all to do more and do better.

FINANCIAL REVIEW
We will:

- Develop a global network of changemakers and support them to develop their capacity for change
- Enable a youth-led, peer-to-peer anti-bullying movement which empowers young people to be upstanders against bullying behaviour in schools and online
- Support organisations across the UK to invest time and resources in mentoring opportunities that create a more inclusive and fair society
- Increase social mobility for young people, especially those who need us the most through a range of mentoring initiatives

3. INSPIRE ACTION
With the right support and advocacy, young people have the passion, energy and insight to lead the change they want to see, for themselves, their communities and the world around them.

We will:

- Amplify and recognise young people as changemakers, giving them a platform to further their work and inspire the communities around them
- Advocate for changes to legislation and policy that strengthen the response to bullying behaviour
- Advocate for changes in policy that reduce the birth to work inequality faced by young people from disadvantaged backgrounds

As an organisation, over the next five years, we will: :

- Build a long-term, financially sustainable organisation that remains unique, relevant and compelling in a competitive landscape
- Embed robust governance procedures and practices, with an outcome-focused, youth-led approach in everything we do
-Be innovative and adapt, using digital technology to create the change we want to see across society. This will cut across all aspects of our work from our infrastructure to fundraising and supporting our online communities
- Develop a comprehensive communications strategy that strengthens the organisation's reputation and brand as one of the UK's leading and trusted youth movements
- Be recognised an employer of choice. Our staff, volunteers and young people will feel valued, rewarded, included and inspired about being part of our family

STRUCTURE, GOVERNANCE AND MANAGEMENT
GOVERNING DOCUMENT
The charity is controlled by its governing document, memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 1985.

TRUSTEE RECRUITMENT, INDUCTION AND TRAINING
It is the aim of the trustees to maintain a balance of skills within the Board and this matter is under regular review. The trustees have agreed a procedure for identifying and selecting suitable candidates to join the Board. All trustees are encouraged to participate in the activities of the Board and steps are taken to ensure that all new trustees have the appropriate information in order to contribute effectively to the Board.

Report of the Trustees
for the Year Ended 31 March 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNANCE AND MANAGEMENT

The names of the trustees who served during the period under review or are trustees at this date are set out below. The trustees have agreed terms of reference including guidelines for period of service.

The Diana Award has a strong, diverse, and active board of seven trustees supporting and guiding our organisation. They have a range of expertise across various fields to have a significant input into the governance of the organisation. The Board is chaired by Wayne Bulpitt, who has over 21 years' experience of charity governance, especially in the support and development of young people, as well as financial prudence. Wayne's services to young people through the Scout Movement were recognised when he was made a CBE in June 2017.

The Board meets bi-monthly to set strategy, review progress against agreed strategic objectives as well as review the organisational risk register including finances, in line with emerging trends.
All staff, partner organisations and trainers are DBS checked and the Diana Award will ensure that all staff working on its programmes are suitably qualified and trained. The Diana Award Risk Register is part of the suite of quarterly reporting to our Board.

The leadership of The Diana Award is delegated to the Chief Executive Officer, Tessy Ojo CBE, who oversees the organisation's strategic and operational management. Tessy's over 21 years leadership experience and contribution to the youth sector, was recognised in the 2020 Queen's Birthday Honours, when she was awarded a CBE. She also has a number of non-Executive roles including the BBC Charity Appeals, The Royal Taskforce on Cyberbullying and The UK Council for Child Internet Safety (UKCCIS). She is also a trustee at Comic Relief and chairs the #iwill Leadership Board.

Supporting the CEO is the Senior Leadership Team (SLT) made up of: Alex Holmes, Deputy CEO. Alex, a Queens Young Leaders Awardee, has worked closely with the CEO over the past 10 years leading the successful Antibullying Programme. Before joining the organisation, Alex worked in the Education system for 5 years. He currently sits on several global safety advisory boards and councils for technology and social media companies.

Rebecca Andrew, Director of Operations has headed up the people and processes function at The Diana Award for the past five years. A graduate of Durham University, she previously headed up operations at the Teaching Awards Trust, and currently serves as a trustee for The Charles Parker Archive Trust.

Also, on the SLT is Rachel Stokes, Director of Programmes. Rachael has worked in the social sector for more than twenty years. Previous roles have included Head of International Programmes at Unicef UK and Head of Volunteering for Development at VSO International. Rachael has served on the boards of Global Justice Now (formerly the World Development Movement), One World Trust and Citizens Advice Wandsworth. She has also served as an Advisor to the Gender and Development Network and Co-Chair of the DFID Learning Partnership on Gender. She has master's degrees in social Anthropology (University of Edinburgh) and Social Development (University of East Anglia).

Key management remuneration

Key management are paid a commercial salary for their services to the company.
Any changes to the salary are authorised by the trustees.

RELATED PARTIES

The trustees have a procedure in place concerning potential conflicts of interest and any such matters are disclosed to the Board. No trustee will be party to any decision relating to any matter involving another body that is a related party.

STRUCTURE, GOVERNANCE AND MANAGEMENT

RISK MANAGEMENT

The trustees have identified and reviewed the major risks to which the Diana Award is exposed. They are satisfied that appropriate systems have been installed to mitigate those risks.Trustees have identified the top three risks facing the Charity are

Insufficient reserves, failure to generate sufficient income to fulfil strategy and safeguarding incident involving a young person or vulnerable adult.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05739137 (England and Wales)

Registered Charity number
1117288

Registered office
1 Mark Square
London
EC2A 4EG

Trustees
Wayne Bulpitt CBE Chair
Kate Emily Hardcastle
James Crozier
Patricia Kane
Elizabeth Milovidov
Lindsay Sartori
Michael Abiodun Olatokun

Chief Executive
Tessy Ojo CBE

Senior Leadership Team
Tessy Ojo CBE, Chief Executive Officer.
Alex Holmes, Deputy CEO
Rebecca Andrew, Director of Operations
Rachel Stokes, Director of Programmes - Joined 2nd November 2020

Company Secretary
Tessy Ojo

Auditors
Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Report of the Trustees
for the Year Ended 31 March 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors
Bates, Wells and Braithwaite LLP
2 - 6 Cannon Street
London
EC4M 6YH

Bankers
NatWest
Hammersmith Branch
22 King's Mall
Hammersmith
London
W6 0QD

Diana Award is registered as a charity in England & Wales . Registered Charity Number 1117288.

The charity was granted charitable status by the Office of the Scottish Charity Regulator (OSCR) on 24 November 2010.
Registered Charity Number: SC041916

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Diana Award for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees have complied with their duty in Section 4 of 2006 Charities Act to have due regard to guidance published by the Charity Commission , including public benefit guidance.

AUDITORS
The auditors, Roy Pinnock & Co LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 25 November 2021 and signed on its behalf by:



Wayne Bulpitt CBE - Trustee

Report of the Independent Auditors to the Members of Diana Award

Opinion

We have audited the financial statements of Diana Award (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the business sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, child protection, anti-bribery, employment, and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

Identified laws and regulations were communicated within the audit team regularly and the team remained alert to look for instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.
To address the risk of fraud through management bias and override of controls, we:

Performed analytical procedures to identify any unusual or unexpected relationships;
Tested journal entries to identify unusual transactions;
Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
agreeing financial statement disclosures to underlying supporting documentation;
reading the minutes of meetings of those charged with governance;
enquiring of management as to actual and potential litigation and claims; and
reviewing correspondence with HMRC, relevant regulators including the Health and Safety Executive, and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Natalie Coleman (Senior Statutory Auditor)
for and on behalf of Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

16 December 2021

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	137,142	788,807	925,949	577,667
Charitable activities	5				
Associated with delivering the Award		4,722	-	4,722	4,213
Anti-Bullying Campaign		721	332,000	332,721	525,425
Training and Mentoring Campaign		-	-	-	34,811
Other trading activities	3	46,775	13,000	59,775	467,978
Investment income	4	102	-	102	356
Total		189,462	1,133,807	1,323,269	1,610,450
EXPENDITURE ON					
Raising funds	6	105	107,091	107,196	99,257
Charitable activities	7				
Associated with delivering the Award		71,173	-	71,173	282,231
Anti-Bullying Campaign		-	636,592	636,592	930,912
Training and Mentoring Campaign		-	506,245	506,245	335,931
Total		71,278	1,249,928	1,321,206	1,648,331
NET INCOME/(EXPENDITURE)		118,184	(116,121)	2,063	(37,881)
RECONCILIATION OF FUNDS					
Total funds brought forward		4,257	488,432	492,689	530,570
TOTAL FUNDS CARRIED FORWARD		122,441	372,311	494,752	492,689

The notes form part of these financial statements

Balance Sheet
31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
FIXED ASSETS					
Tangible assets	13	5,882	-	5,882	2,950
CURRENT ASSETS					
Debtors	14	40,776	117,434	158,210	1,125,972
Cash at bank and in hand		175,202	1,275,180	1,450,382	152,633
		215,978	1,392,614	1,608,592	1,278,605
CREDITORS					
Amounts falling due within one year	15	(99,419)	(1,020,303)	(1,119,722)	(788,866)
NET CURRENT ASSETS		116,559	372,311	488,870	489,739
TOTAL ASSETS LESS CURRENT LIABILITIES		122,441	372,311	494,752	492,689
NET ASSETS/(LIABILITIES)		122,441	372,311	494,752	492,689
FUNDS	17				
Unrestricted funds				122,441	4,257
Restricted funds				372,311	488,432
TOTAL FUNDS				494,752	492,689

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 25 November 2021 and were signed on its behalf by:

Wayne Bulpitt CBE - Trustee

The notes form part of these financial statements

Diana Award

Cash Flow Statement
for the Year Ended 31 March 2021

	Notes	31.3.21 £	31.3.20 £
Cash flows from operating activities			
Cash generated from operations	1	1,304,845	(247,365)
Net cash provided by/(used in) operating activities		1,304,845	(247,365)
Cash flows from investing activities			
Purchase of tangible fixed assets		(7,198)	(3,250)
Interest received		102	356
Net cash used in investing activities		(7,096)	(2,894)
Change in cash and cash equivalents in the reporting period		1,297,749	(250,259)
Cash and cash equivalents at the beginning of the reporting period		152,633	402,892
Cash and cash equivalents at the end of the reporting period		1,450,382	152,633

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 31 March 2021

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.21 £	31.3.20 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	2,063	(37,881)
Adjustments for:		
Depreciation charges	4,266	5,421
Interest received	(102)	(356)
Decrease/(increase) in debtors	967,762	(949,811)
Increase in creditors	330,856	735,262
Net cash provided by/(used in) operations	1,304,845	(247,365)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
Net cash			
Cash at bank and in hand	152,633	1,297,749	1,450,382
	152,633	1,297,749	1,450,382
Total	152,633	1,297,749	1,450,382

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts have been prepared on a going concern basis. Indications from the charities forecasts & budgets show that this would be the most appropriate method.There are no significant uncertainties that exist that would make this not appropriate.

The financial statements give a true and fair view of the charity's financial position, financial performance and cash flows. The charity SORP (FRS 102) has been applied to give a true & fair view.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.
This method is applied to each category of income.
Income received has been deferred when it relates to projects after the year end.
Grants - are accounted for in the period they are due.
Donations- are accounted for in period they are received
Sponsorship - is accounted for in the period they are due.
Training & Merchandise - are accounted for in period the transaction took place.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds
This includes the costs associated with attracting voluntary income and the costs of items sold for fundraising purposes.

Governance costs
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.

Allocation and apportionment of costs
Costs are allocated directly to the project to which they relate. Where the costs incurred relate to more than one project, then the costs are apportioned on a basis consistent with the resource. If staff are involved on a number of different projects then the cost is apportioned according to time spent on each project.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	-	20% on cost
Computer equipment	-	33% on cost

continued...

1. **ACCOUNTING POLICIES - continued**

Tangible fixed assets
The cost of minor additions or those below £150 are not capitalised. The assets purchased in the year were funded out of charitable funds and had no significant impact on the companies cash flow.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Covid 19
Despite the circumstances facing us all it is still felt appropriate to prepare these accounts on a going concern basis.

The charity has been affected by COVID 19 due to lost revenue from school events, not able to offer the face -to-face programmes, and the cancellation of the planned events due to take place.

These losses have been substantially mitigated against with funding through the bid lottery, a few other grant makers as well as the governments furlough scheme and saving on costs such as travel.

Forecasts show a surplus of over £80,000 for 2022.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated services
During the year a number of volunteers gave up their time to help the charity with activities.
It is not considered that any reliable value can be placed on the monetary value of the volunteers, for this reason no value has been reflected in the accounts.Legitimate out of pocket expenses have been paid.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

continued...

2. DONATIONS AND LEGACIES

	31.3.21	31.3.20
	£	£
Donations	143,337	36,662
Grants	782,612	541,005
	925,949	577,667

Grants were received for furlough payments of £58,935 during the year.

Grants received, included in the above, are as follows:

	31.3.21	31.3.20
	£	£
For the provision of services to young people as part of the charitable activities	782,612	541,005

3. OTHER TRADING ACTIVITIES

	31.3.21	31.3.20
	£	£
Sales- Lapel Pins & Wristbands	2,857	8,681
Sponsorships	48,000	422,302
Fundraising Income	8,918	36,995
	59,775	467,978

4. INVESTMENT INCOME

	31.3.21	31.3.20
	£	£
Deposit account interest	102	356

continued...

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.21 £	31.3.20 £
Consulting Income	Associated with delivering the Award	-	4,213
Grants	Associated with delivering the Award	4,722	-
Training	Anti-Bullying Campaign	721	46,876
Consulting Income	Anti-Bullying Campaign	-	8,875
Grants	Anti-Bullying Campaign	332,000	469,674
Grants	Training and Mentoring Campaign	-	34,811
		337,443	564,449

The charity received a government grant from the department of education during the year for £332,000 (2020:£417,856) & grants funded by the EU for NIL (2020: £86,629).
There are no unfulfilled conditions in relation to these grants.
No other forms of government assistance have been received during the year.

Grants received, included in the above, are as follows:

	31.3.21 £	31.3.20 £
For the provision of services to young people as part of the charitable activities	336,722	504,485

6. RAISING FUNDS

Raising donations and legacies

	31.3.21 £	31.3.20 £
Staff costs	106,981	88,963

Other trading activities

	31.3.21 £	31.3.20 £
Purchases	215	10,294
Aggregate amounts	107,196	99,257

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Associated with delivering the Award	-	71,173	71,173
Anti-Bullying Campaign	10,951	625,641	636,592
Training and Mentoring Campaign	-	506,245	506,245
	10,951	1,203,059	1,214,010

8. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Associated with delivering the Award	62,212	997	7,964	71,173
Anti-Bullying Campaign	625,641	-	-	625,641
Training and Mentoring Campaign	506,245	-	-	506,245
	1,194,098	997	7,964	1,203,059

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.21	31.3.20
	£	£
Auditors' remuneration	6,500	5,408
Other non-audit services	1,464	1,538
Depreciation - owned assets	4,266	5,421
Other operating leases	55,835	52,449

10. TRUSTEES' REMUNERATION AND BENEFITS

During the year the trustees received no remuneration or benefits (2020: nil)

During the year Key Management received remuneration of £70,720 (2020: £68,661)

continued...

10. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

No Expenses were reimbursed to trustees during the year (2020:£759).

11. STAFF COSTS

	31.3.21	31.3.20
	£	£
Wages and salaries	813,013	861,591
Social security costs	77,824	72,568
Other pension costs	26,428	28,243
	917,265	962,402

The average monthly number of employees during the year was as follows:

	31.3.21	31.3.20
Management	3	3
Delivering the Award & Projects	18	28
Administration	2	2
	23	33

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.21	31.3.20
£60,001 - £70,000	1	1

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	36,523	541,144	577,667
Charitable activities			
Associated with delivering the Award	4,213	-	4,213
Anti-Bullying Campaign	46,408	479,017	525,425
Training and Mentoring Campaign	-	34,811	34,811
Other trading activities	45,210	422,768	467,978
Investment income	356	-	356
Total	132,710	1,477,740	1,610,450
EXPENDITURE ON			
Raising funds	-	99,257	99,257

continued...

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Charitable activities			
Associated with delivering the Award	176,914	105,317	282,231
Anti-Bullying Campaign	8,973	921,939	930,912
Training and Mentoring Campaign	-	335,931	335,931
Total	185,887	1,462,444	1,648,331
NET INCOME/(EXPENDITURE)	(53,177)	15,296	(37,881)
RECONCILIATION OF FUNDS			
Total funds brought forward	57,434	473,136	530,570
TOTAL FUNDS CARRIED FORWARD	4,257	488,432	492,689

13. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2020	4,430	16,091	20,521
Additions	-	7,198	7,198
At 31 March 2021	4,430	23,289	27,719
DEPRECIATION			
At 1 April 2020	4,430	13,141	17,571
Charge for year	-	4,266	4,266
At 31 March 2021	4,430	17,407	21,837
NET BOOK VALUE			
At 31 March 2021	-	5,882	5,882
At 31 March 2020	-	2,950	2,950

continued...

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20
	£	£
Debtors	81,834	1,098,312
Other debtors	-	5,010
VAT	26,707	-
Prepayments	49,669	22,650
	158,210	1,125,972

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20
	£	£
Creditors	30,952	29,413
Social security and other taxes	25,588	19,542
VAT	-	39,913
Other creditors	5,499	3,874
Accruals & Deferred Income	1,057,683	696,124
	1,119,722	788,866

Income has been deferred where the project hasn't started by the year end and the project is planned for the following year, or it has been agreed with the donor to defer the project.
The amount of deferred income carried forward at 31.03.21 is £1,1019,703 (2020 : £663,475).

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.21	31.3.20
	£	£
Within one year	40,815	44,862

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

17. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	4,257	118,184	122,441
Restricted funds			
Training & Mentoring	260,499	(165,742)	94,757
Antibullying Ambassadors	-	22,124	22,124
Facebook	188,378	(108,200)	80,178
Antibully Ambassadors	-	20,902	20,902
Jack Petchey	8,544	(8,544)	-
Nationwide	31,011	(15,014)	15,997
Workday	-	46,532	46,532
Big Lottery	-	6,780	6,780
Children in need	-	7,482	7,482
HSBC Jersey	-	7,379	7,379
KPMG	-	5,036	5,036
YFF	-	64,252	64,252
Barclays	-	265	265
St James Palace	-	627	627
	488,432	(116,121)	372,311
TOTAL FUNDS	492,689	2,063	494,752

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	189,462	(71,278)	118,184
Restricted funds			
Training & Mentoring	29,624	(195,366)	(165,742)
Antibullying Ambassadors	336,522	(314,398)	22,124
Facebook	33,362	(141,562)	(108,200)
Antibully Ambassadors	23,339	(2,437)	20,902
Jack Petchey	987	(9,531)	(8,544)
Nationwide	113,650	(128,664)	(15,014)
Salesforce	77,478	(77,478)	-
Workday	54,410	(7,878)	46,532
Big Lottery	203,251	(196,471)	6,780
Children in need	40,000	(32,518)	7,482
Zurich Insurance	40,000	(40,000)	-
HSBC Jersey	34,801	(27,422)	7,379
KPMG	7,000	(1,964)	5,036
YEF	17,990	(17,990)	-
YFF	75,199	(10,947)	64,252
Barclays	6,193	(5,928)	265
St James Palace	40,001	(39,374)	627
	1,133,807	(1,249,928)	(116,121)
TOTAL FUNDS	1,323,269	(1,321,206)	2,063

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	57,434	(53,177)	4,257
Restricted funds			
Training & Mentoring	131,474	129,025	260,499
Antibullying Ambassadors	40,135	(40,135)	-
Vodafone	37,465	(37,465)	-
ASOS	1,632	(1,632)	-
Facebook	153,198	35,180	188,378
Comic Releif	18,811	(18,811)	-
Stage Coach	21,464	(21,464)	-
Supercell	55,421	(55,421)	-
HBT	13,536	(13,536)	-
Jack Petchey	-	8,544	8,544
Nationwide	-	31,011	31,011
	473,136	15,296	488,432
TOTAL FUNDS	530,570	(37,881)	492,689

continued...

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	132,710	(185,887)	(53,177)
Restricted funds			
Training & Mentoring	424,956	(295,931)	129,025
Antibullying Ambassadors	332,002	(372,137)	(40,135)
Vodafone	-	(37,465)	(37,465)
ASOS	-	(1,632)	(1,632)
Facebook	289,968	(254,788)	35,180
Comic Releif	5,088	(23,899)	(18,811)
Stage Coach	59,999	(81,463)	(21,464)
Supercell	-	(55,421)	(55,421)
Antibully Ambassadors	26,999	(26,999)	-
Award	105,317	(105,317)	-
Headstart Action	40,000	(40,000)	-
SELMA	51,819	(51,819)	-
HBT	85,856	(99,392)	(13,536)
Jack Petchey	20,735	(12,191)	8,544
Nationwide	35,001	(3,990)	31,011
	1,477,740	(1,462,444)	15,296
TOTAL FUNDS	1,610,450	(1,648,331)	(37,881)

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	57,434	65,007	122,441
Restricted funds			
Training & Mentoring	131,474	(36,717)	94,757
Antibullying Ambassadors	40,135	(18,011)	22,124
Vodafone	37,465	(37,465)	-
ASOS	1,632	(1,632)	-
Facebook	153,198	(73,020)	80,178
Comic Releif	18,811	(18,811)	-
Stage Coach	21,464	(21,464)	-
Supercell	55,421	(55,421)	-
Antibully Ambassadors	-	20,902	20,902
HBT	13,536	(13,536)	-
Nationwide	-	15,997	15,997
Workday	-	46,532	46,532
Big Lottery	-	6,780	6,780
Children in need	-	7,482	7,482
HSBC Jersey	-	7,379	7,379
KPMG	-	5,036	5,036
YFF	-	64,252	64,252
Barclays	-	265	265
St James Palace	-	627	627
	473,136	(100,825)	372,311
TOTAL FUNDS	530,570	(35,818)	494,752

continued...

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	322,172	(257,165)	65,007
Restricted funds			
Training & Mentoring	454,580	(491,297)	(36,717)
Antibullying Ambassadors	668,524	(686,535)	(18,011)
Vodafone	-	(37,465)	(37,465)
ASOS	-	(1,632)	(1,632)
Facebook	323,330	(396,350)	(73,020)
Comic Releif	5,088	(23,899)	(18,811)
Stage Coach	59,999	(81,463)	(21,464)
Supercell	-	(55,421)	(55,421)
Antibully Ambassadors	50,338	(29,436)	20,902
Award	105,317	(105,317)	-
Headstart Action	40,000	(40,000)	-
SELMA	51,819	(51,819)	-
HBT	85,856	(99,392)	(13,536)
Jack Petchey	21,722	(21,722)	-
Nationwide	148,651	(132,654)	15,997
Salesforce	77,478	(77,478)	-
Workday	54,410	(7,878)	46,532
Big Lottery	203,251	(196,471)	6,780
Children in need	40,000	(32,518)	7,482
Zurich Insurance	40,000	(40,000)	-
HSBC Jersey	34,801	(27,422)	7,379
KPMG	7,000	(1,964)	5,036
YEF	17,990	(17,990)	-
YFF	75,199	(10,947)	64,252
Barclays	6,193	(5,928)	265
St James Palace	40,001	(39,374)	627
	2,611,547	(2,712,372)	(100,825)
TOTAL FUNDS	2,933,719	(2,969,537)	(35,818)

continued...

18. RELATED PARTY DISCLOSURES

The amount of expenses paid to trustees of nil (2020:£759).

19. RESTRICTED FUNDS

As at the 31st March 2021 the balance on each restricted fund was:

	Balance	Represented by: Bank	Debtors & Accrued Income	Creditors & Deferred Income
	£	£	£	£
Antibullying Ambassadors Giving young people the skills & confidence to tackle bullying	22,124	-54,610	77,334	-600
TMP Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills.	94,757	94,757	0	0
Facebook Sponsorship of anti bullying week, showcase events, resources and youth board safety trips and videos	80,178	80,178	0	-0
ABA Campaign provides training for young people, staff and parents to tackle bullying, and to enable young people to reduce the incidence of bullying in their schools, and in their communities, and online	20,902	18,402	2,500	0
Nationwide To support Anti-Bullying Ambassadors	15,997	578,822	0	-562,825
Workday Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	46,532	46,532	0	0
Big Lottery The Digital Care Package - a two-stranded emergency digital support programme underpinned by robust and structured e-mentoring support.	6,780	6,780	0	0

continued...

19. RESTRICTED FUNDS - continued

Children In Need Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	7,482	7,482	0	0
HSBC Jersey Supporting the Mentoring Programme in Jersey to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	7,379,	7,379	0	0
KPMG Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	5,036	5,036	0	0
YFF Supporting the Mentoring Programme to build the resilience andcharacter of young people by providing guidance indecision making, active citizenship, life and career skills	64,252	26,652	37,600	0
BarclaysSupporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	265	265	0	0
St James Place Fund Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	627	627	0	0
Salesforce Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	0	327,478	0	-327,478
Mercers Trustees Supporting the Mentoring Programme to build the resilience and character of young people by providing guidance in decision making, active citizenship, life and career skills	0	49,400	0	-49400
Gilead	0	80,000	0	-80,000

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19. RESTRICTED FUNDS - continued

Supporting the Award and Development Programme	

The deferred income is not included in the fund balance above.

20. COMPANY STATUS

Diana Award is a charitable company registered in England and wales Number 0573913, and is a private compamy limited by guarantee. The registered office of the company is 1 Marks Square, London EC2A 4EG.

Diana Award

Detailed Statement of Financial Activities
for the Year Ended 31 March 2021

	31.3.21 £	31.3.20 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	143,337	36,662
Grants	782,612	541,005
	925,949	577,667
Other trading activities		
Sales- Lapel Pins & Wristbands	2,857	8,681
Sponsorships	48,000	422,302
Fundraising Income	8,918	36,995
	59,775	467,978
Investment income		
Deposit account interest	102	356
Charitable activities		
Training	721	46,876
Consulting Income	-	13,088
Grants	336,722	504,485
	337,443	564,449
Total incoming resources	1,323,269	1,610,450
EXPENDITURE		
Raising donations and legacies		
Wages	106,981	88,963
Other trading activities		
Courier & Mailing	215	10,294
Charitable activities		
Advertising & Marketing	10,951	14,416
Trophies & Award Certificates	-	81
	10,951	14,497
Support costs		

Diana Award

Detailed Statement of Financial Activities
for the Year Ended 31 March 2021

	31.3.21 £	31.3.20 £
Support costs		
Management		
Wages	706,032	772,628
Social security	77,824	72,568
Pensions	26,428	28,243
Rent, Rates & Licenses	55,835	52,449
Design & Print	18,086	13,694
Insurance	2,604	2,792
Telephone	8,643	8,641
Postage and stationery	9,232	11,695
Public Relations	25,286	25,577
Sundries	18	-
Travelling	3,766	67,188
Comp & Website Fees	43,296	41,946
Corporate Events	4,547	190,957
Video Resources	74,534	57,938
Subscriptions	4,014	6,103
Training	5,658	9,651
Programmatic Expenses	14,769	77,195
Professional Fees	104,428	68,517
Recruitment Costs	4,832	12,475
Computer equipment	4,266	5,421
	1,194,098	1,525,678
Finance		
Bank charges	997	1,953
Governance costs		
Auditors' remuneration	6,500	5,408
Auditors' remuneration for non audit work	1,464	1,538
	7,964	6,946
Total resources expended	1,321,206	1,648,331
Net income/(expenditure)	2,063	(37,881)