

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
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for the Year Ended 31 March 2021

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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 work, 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 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 than 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.

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 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

Diana Award

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.

Report of the Trustees
for the Year Ended 31 March 2021

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.

Report of the Trustees
for the Year Ended 31 March 2021

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.

Report of the Trustees
for the Year Ended 31 March 2021

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

Diana Award

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.

Diana Award

Report of the Trustees
for the Year Ended 31 March 2021

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.

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.

Report of the Independent Auditors to the Members of
Diana Award

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.

Report of the Independent Auditors to the Members of
Diana Award

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

Diana Award

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		<u>189,462</u>	<u>1,133,807</u>	<u>1,323,269</u>	<u>1,610,450</u>
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		<u>71,278</u>	<u>1,249,928</u>	<u>1,321,206</u>	<u>1,648,331</u>
NET INCOME/(EXPENDITURE)		<u>118,184</u>	<u>(116,121)</u>	<u>2,063</u>	<u>(37,881)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		4,257	488,432	492,689	530,570
TOTAL FUNDS CARRIED FORWARD		<u><u>122,441</u></u>	<u><u>372,311</u></u>	<u><u>494,752</u></u>	<u><u>492,689</u></u>

The notes form part of these financial statements

Diana Award

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
		<u>215,978</u>	<u>1,392,614</u>	<u>1,608,592</u>	<u>1,278,605</u>
CREDITORS					
Amounts falling due within one year	15	(99,419)	(1,020,303)	(1,119,722)	(788,866)
NET CURRENT ASSETS		<u>116,559</u>	<u>372,311</u>	<u>488,870</u>	<u>489,739</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>122,441</u>	<u>372,311</u>	<u>494,752</u>	<u>492,689</u>
NET ASSETS/(LIABILITIES)		<u>122,441</u>	<u>372,311</u>	<u>494,752</u>	<u>492,689</u>
FUNDS	17				
Unrestricted funds				122,441	4,257
Restricted funds				372,311	488,432
TOTAL FUNDS				<u>494,752</u>	<u>492,689</u>

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		<u>1,304,845</u>	<u>(247,365)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(7,198)	(3,250)
Interest received		102	356
Net cash used in investing activities		<u>(7,096)</u>	<u>(2,894)</u>
Change in cash and cash equivalents in the reporting period		<u>1,297,749</u>	<u>(250,259)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>152,633</u>	<u>402,892</u>
Cash and cash equivalents at the end of the reporting period		<u><u>1,450,382</u></u>	<u><u>152,633</u></u>

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	
	<hr/>	<hr/>	
Net cash provided by/(used in) operations	<u>1,304,845</u>	<u>(247,365)</u>	
 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
	<hr/>	<hr/>	<hr/>
	152,633	1,297,749	1,450,382
	<hr/>	<hr/>	<hr/>
Total	<u>152,633</u>	<u>1,297,749</u>	<u>1,450,382</u>

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

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

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 company'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.

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 government's 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.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

2. DONATIONS AND LEGACIES

	31.3.21	31.3.20
	£	£
Donations	143,337	36,662
Grants	782,612	541,005
	<u>925,949</u>	<u>577,667</u>

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
	<u>782,612</u>	<u>541,005</u>

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
	<u>59,775</u>	<u>467,978</u>

4. INVESTMENT INCOME

	31.3.21	31.3.20
	£	£
Deposit account interest	102	356
	<u>102</u>	<u>356</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

5. INCOME FROM CHARITABLE ACTIVITIES

		31.3.21	31.3.20
	Activity	£	£
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
		<u>337,443</u>	<u>564,449</u>

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	<u>336,722</u>	<u>504,485</u>

6. RAISING FUNDS

Raising donations and legacies

	31.3.21	31.3.20
	£	£
Staff costs	<u>106,981</u>	<u>88,963</u>

Other trading activities

	31.3.21	31.3.20
	£	£
Purchases	<u>215</u>	<u>10,294</u>
Aggregate amounts	<u>107,196</u>	<u>99,257</u>

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
	<u>10,951</u>	<u>1,203,059</u>	<u>1,214,010</u>

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
	<u>1,194,098</u>	<u>997</u>	<u>7,964</u>	<u>1,203,059</u>

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	<u>55,835</u>	<u>52,449</u>

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)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

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
	<u>917,265</u>	<u>962,402</u>

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
	<u>23</u>	<u>33</u>

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	<u>1</u>	<u>1</u>

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	<u>132,710</u>	<u>1,477,740</u>	<u>1,610,450</u>
EXPENDITURE ON			
Raising funds	-	99,257	99,257

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

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

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

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
	<u>158,210</u>	<u>1,125,972</u>

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
	<u>1,119,722</u>	<u>788,866</u>

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	<u>40,815</u>	<u>44,862</u>

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
	<u>488,432</u>	<u>(116,121)</u>	<u>372,311</u>
TOTAL FUNDS	<u><u>492,689</u></u>	<u><u>2,063</u></u>	<u><u>494,752</u></u>

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
	<u>1,133,807</u>	<u>(1,249,928)</u>	<u>(116,121)</u>
TOTAL FUNDS	<u><u>1,323,269</u></u>	<u><u>(1,321,206)</u></u>	<u><u>2,063</u></u>

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 Relief	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
	<hr/> 473,136	<hr/> 15,296	<hr/> 488,432
TOTAL FUNDS	<hr/> 530,570	<hr/> (37,881)	<hr/> 492,689

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

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 Relief	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
	<u>1,477,740</u>	<u>(1,462,444)</u>	<u>15,296</u>
TOTAL FUNDS	<u><u>1,610,450</u></u>	<u><u>(1,648,331)</u></u>	<u><u>(37,881)</u></u>

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 Relief	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
	<u>473,136</u>	<u>(100,825)</u>	<u>372,311</u>
TOTAL FUNDS	<u><u>530,570</u></u>	<u><u>(35,818)</u></u>	<u><u>494,752</u></u>

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 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 Relief	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
	<u>2,611,547</u>	<u>(2,712,372)</u>	<u>(100,825)</u>
TOTAL FUNDS	<u>2,933,719</u>	<u>(2,969,537)</u>	<u>(35,818)</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

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

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

19. RESTRICTED FUNDS - continued

Children In Need	7,482	7,482	0	0
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				
HSBC Jersey	7,379,	7,379	0	0
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				
KPMG	5,036	5,036	0	0
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				
YFF	64,252	26,652	37,600	0
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				
Barclays	265	265	0	0
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				
St James Place Fund	627	627	0	0
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				
Salesforce	0	327,478	0	-327,478
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				
Mercers Trustees	0	49,400	0	-49,400
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				
Gilead	0	80,000	0	-80,000

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

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 company limited by guarantee. The registered office of the company is 1 Marks Square, London EC2A 4EG.

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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	337,443	564,449
Total incoming resources	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	10,951	14,497
Support costs		

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
	<hr/> 1,194,098	<hr/> 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
	<hr/> 7,964	<hr/> 6,946
Total resources expended	<hr/> 1,321,206	<hr/> 1,648,331
Net income/(expenditure)	<hr/> <hr/> 2,063	<hr/> <hr/> (37,881)

