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Report of the Trustees and
Financial Statements
for the Year Ended 31 March 2022
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 2022

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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

**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.

**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 reimagine 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

Report of the Trustees
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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.

**Report of the Trustees
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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.

Report of the Trustees
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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."

**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".

**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.

Report of the Trustees
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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.

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.

**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.

**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

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.

**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 onDecember 2022 and signed on its behalf by:

.....
Wayne Bulpitt CBE - Trustee

DRAFT

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.

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

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					
Associated with delivering the Award	7	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

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
		<u>351,487</u>	<u>1,462,416</u>	<u>1,813,903</u>	<u>1,608,592</u>
CREDITORS					
Amounts falling due within one year	15	(147,264)	(1,033,399)	(1,180,663)	(1,119,722)
		<u>204,223</u>	<u>429,017</u>	<u>633,240</u>	<u>488,870</u>
NET CURRENT ASSETS					
		<u>214,703</u>	<u>429,017</u>	<u>643,720</u>	<u>494,752</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>214,703</u>	<u>429,017</u>	<u>643,720</u>	<u>494,752</u>
NET ASSETS					
		<u>214,703</u>	<u>429,017</u>	<u>643,720</u>	<u>494,752</u>
FUNDS	17				
Unrestricted funds				214,703	122,441
Restricted funds				<u>429,017</u>	<u>372,311</u>
TOTAL FUNDS				<u>643,720</u>	<u>494,752</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 onDecember 2022 and were signed on its behalf by:

.....
Wayne Bulpitt CBE - Trustee

**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

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	<u>(679,982)</u>	<u>1,304,845</u>

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
	<u>1,450,382</u>	<u>(692,069)</u>	<u>758,313</u>
Total	<u>1,450,382</u>	<u>(692,069)</u>	<u>758,313</u>

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.

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.

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
	<u>1,541,074</u>	<u>925,949</u>

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
	<u>1,304,053</u>	<u>782,612</u>

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
	<u>335,291</u>	<u>59,775</u>

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
	<u>34</u>	<u>102</u>

5. INCOME FROM CHARITABLE ACTIVITIES

		31.3.22	31.3.21
	Activity	£	£
Grants	Associated with delivering the Award	-	4,722
Training	Anti-Bullying Campaign	-	721
Grants	Anti-Bullying Campaign	290,500	332,000
		<u>290,500</u>	<u>337,443</u>

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
	<u>290,500</u>	<u>336,722</u>

6. RAISING FUNDS

Raising donations and legacies

	31.3.22	31.3.21
	£	£
Staff costs	102,585	106,981
	<u>102,585</u>	<u>106,981</u>

Other trading activities

	31.3.22	31.3.21
	£	£
Purchases	2,357	215
	<u>2,357</u>	<u>215</u>
Aggregate amounts	<u>104,942</u>	<u>107,196</u>

**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
	<u>72,087</u>	<u>1,840,902</u>	<u>1,912,989</u>

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
	<u>1,828,947</u>	<u>3,503</u>	<u>8,452</u>	<u>1,840,902</u>

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	<u>56,415</u>	<u>55,835</u>

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)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

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
	<u>1,414,234</u>	<u>917,265</u>

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
	<u>45</u>	<u>23</u>

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	-
	<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	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	<u>189,462</u>	<u>1,133,807</u>	<u>1,323,269</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

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

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
	<u>1,055,590</u>	<u>158,210</u>

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
	<u>1,180,663</u>	<u>1,119,722</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. 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	<u>44,534</u>	<u>40,815</u>

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
	<u>372,311</u>	<u>56,706</u>	<u>429,017</u>
TOTAL FUNDS	<u>494,752</u>	<u>148,968</u>	<u>643,720</u>

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
	<u>1,830,112</u>	<u>(1,773,406)</u>	<u>56,706</u>
TOTAL FUNDS	<u>2,166,899</u>	<u>(2,017,931)</u>	<u>148,968</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

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

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
	<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 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

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
	<u>2,963,919</u>	<u>(3,023,334)</u>	<u>(59,415)</u>
TOTAL FUNDS	<u><u>3,490,168</u></u>	<u><u>(3,339,137)</u></u>	<u><u>151,031</u></u>

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

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

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	17,877	17,877	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				
Spirit	23,193	23,193	0	0
Tackles anti-racism in secondary schools across England				
YFF	38,679	967	37,712	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	12,185	137,237	0	-125,052
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				
Total	<u>429,017</u>			

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.