

DIVERSITY HOUSE LIMITED

England & Wales · Charity number 1122960

Details

Status	Registered
Legal form	Charitable company
Company number	06188059
Registered	2008-02-26
Register	View on the Charity Commission register

Contact

Address	Diversity House Ltd Church Street Sittingbourne Kent ME10 3EG
Phone	01795420455
Email	info@diversityhouse.org.uk
Website	www.diversityhouse.org.uk

Activities

Objects: THE CHARITY IS ESTABLISHED FOR THE BENEFIT OF MINORITY COMMUNITIES IN KENT BY:1) THE ADVANCEMENT OF EDUCATION AND TRAINING.2) THE RELIEF OF NEED BY THE PROVISION OF ADVICE, ASSISTANCE, INFORMATION AND 'DROP IN' SERVICES.3) THE PROMOTION OF EQUALITY AND DIVERSITY BY:A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY, SEXUAL ORIENTATION OR RELIGION;B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;C) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS;D) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.4) THE PROMOTION OF RACIAL HARMONY BY:A) PROMOTING KNOWLEDGE AND MUTUAL UNDERSTANDING BETWEEN DIFFERENT RACIAL GROUPS;B) ADVANCING EDUCATION AND RAISING AWARENESS ABOUT DIFFERENT RACIAL GROUPS TO PROMOTE GOOD RELATIONS BETWEEN PERSONS OF DIFFERENT RACIAL GROUPS;C) WORKING TOWARDS THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE;

Activities: -Diversity House promotes community integration, re-integration, social inclusion and cohesion within Swale and Kent.It is our belief that individuals, regardless of their race,ethnicity, age gender etc. should be treated with dignity, respect and given adequate opportunities to access services within their

communities.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** KENT
- Kent
- Medway

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£291,911	£262,355	-	-
2024-03-31	£239,291	£230,037	-	-
2023-03-31	£651,730	£410,294	£277,203	7
2022-03-31	£143,094	£211,505	-	-
2021-03-31	£139,711	£159,985	-	-

Trustees

Name	Role	Appointed
CHRISTINE LOCKE MA	Chair	
PAT LOCKE		
Stephen Arthur Davey		2022-01-03
TUNDE JOTHAM		

DIVERSITY HOUSE LIMITED

England & Wales - Charity number 1122960

Accounts

Charity registration number 1122960 (England and Wales)

Company registration number 06188059

DIVERSITY HOUSE LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025



DIVERSITY HOUSE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr S A Davey Mr T Olufemi-Jotham Mr P O Locke Mrs C Locke
Charity number (England and Wales)	1122960
Company number	06188059
Registered office	Isp House Church Street Sittingbourne Kent England ME10 3EG
Independent examiner	Xeinadin South East Limited 12 Conqueror Court Sittingbourne Kent United Kingdom ME10 5BH

DIVERSITY HOUSE LIMITED

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DIVERSITY HOUSE LIMITED

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

Diversity house equality, diversity & inclusion statement.

Diversity House is committed to promoting equality, valuing diversity; being fair and inclusive in all our work as; a charity that tackles social inequalities; a service provider and an employer; treating our stakeholders, service users, and staff (paid and unpaid) with dignity and respect and therefore ensuring that the equality duties are being met. We aim to build equality, diversity, and inclusion (EDI) into everything we do.

Diversity House believes EDI promotion is vital in combating injustice against those with protected characteristics under the Equality Act 2010. It is illegal and unfair for a person to experience a disadvantage based on a protected characteristic; all our staff and stakeholders are entitled to expect that they will be treated fairly.

Diversity House strives to be a more inclusive workplace since non-discriminatory businesses operate more effectively and get the most significant rewards.

By utilising an intersectional approach in all interventions, we will continue to be a fully inclusive service where diversity is welcomed, respected, and treasured.

As an Equality and Human Rights Champion, we require all our partners and collaborators to comply with equalities legislation and actively promote Equality, Diversity, and Inclusion (EDI).

Aims

To ensure equality of opportunity and outcome

- To promote an inclusive culture
- To secure freedom from discrimination based on gender, sexual orientation, culture, race, faith, belief, physical, sensory, or learning disability, mental or physical health, age, social or marital status, gender reassignment, pregnancy, and maternity.
- To ensure that no individuals or groups are denied access to services
- To promote diversity within a safe environment for all potential and current service users and staff in both service delivery and employment practice
- To identify factors and barriers which may result in prospective or actual service users being disadvantaged either directly or indirectly
- To take measures to compensate for these factors and remove barriers
- To continue to tackle discrimination by providing accessible services and creating inclusive support environments
- To include assertive community outreach as part of our delivery approach, ensuring that those living in rural areas or unable to reach us are targeted and supported.

I am pleased to confirm that Diversity House Limited supports the ten principles of the UN Compact concerning human rights, labour, environment, and anti-corruption. With this commitment, we express our intent to advance these principles within our sphere of influence and communicate it to our stakeholders.

We also pledge to take part in the activities of the UN Global Compact where appropriate and feasible – through, for instance, participation in Local Networks, involvement in specialised initiatives and workstreams, engagement in partnership projects, and reviewing and providing commentary to participating companies on their communication on progress".

DIVERSITY HOUSE LIMITED

CHAIRMAN'S STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Chair's Report – Diversity House, 2025

This has been a highly productive, yet undeniably challenging, year for Diversity House. The ongoing cost-of-living crisis continues to strain the emotional and financial wellbeing of the already disadvantaged communities we serve. Nevertheless, it is with both humility and pride that I report that, in our **18th year**, Diversity House remains strong, resilient, and unwavering in its mission.

Reflecting on nearly two decades of service, I am profoundly moved by how far we have come. What we have achieved, often against the odds, speaks to the courage, dedication, and vision of our staff, volunteers, and Trustees. Their commitment continues to fuel our progress and sustain the communities that rely on us.

In 2025, our work centred around five core areas, each supported by focused sub-projects and community initiatives:

1. **Empowerment**
2. **Diversity House Generic Services**
3. **Capacity Building**
4. **Health and Wellbeing**
5. **Consultancy**

Across these strands, we have delivered a breadth of meaningful, life-improving services. Among the key achievements this year were:

- **Centre for Women and Girls Innovation and Empowerment (CWGIE)**
- **Empowerment Through Digital Innovation**
- **Multicultural Food Bank**
- **Dog & Cat Food Support Programme**
- **BAME Healthy Eating Programme**
- Extensive **one-to-one support**, crisis interventions, and school-based engagement

Even as the funding climate becomes increasingly uncertain, Diversity House continues not only to deliver but to **innovate**. We have responded to emerging community needs with agility, launching new initiatives where gaps exist and strengthening existing programmes to ensure continuity of impact. Securing **sustainable continuation funding** remains a priority, so that the progress achieved through these widely valued projects is not lost.

Our reputation for partnership building and social leadership continues to grow. This year, I attended the United Nations UK Network event in London, collaborating with key national actors driving forward the UN Sustainable Development Goals. I was also honoured to be invited by two UK women's organisations to deliver specialist training, recognition of Diversity House's leadership and expertise in equality, inclusion, and empowerment.

To fortify our financial resilience, I further developed our consultancy portfolio, including delivering generational gap training for London Cremation. Consultancy provides an important avenue for unrestricted income, helping us sustain our core charitable services in the face of rising demand and tightening resources.

DIVERSITY HOUSE LIMITED

CHAIRMAN'S STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

As Chairperson and Chief Executive Officer, this year has brought profound learning and reflection. The intensifying cost-of-living crisis has challenged us to continually adapt our delivery model, ensuring we remain responsive to the escalating needs within our communities. Yet through these trials, I remain deeply honoured to lead this organisation, guiding it into a future in which we are determined to see our nation rise beyond austerity and inequality.

Diversity House enters 2026 financially stable, mission-driven, and future-focused. Our strength lies in the collective efforts of our dedicated staff, skilled volunteers, and committed Board of Trustees, whose shared passion enables us to pursue our vision with boldness and hope.

Deus Vos Benedicta.

God bless you all.



Dr Christine Locke

CEO

Date: 15/12/2025

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

Our Charity's purposes are as set out in the objects contained in the Company's memorandum of association. It is established for the benefit of disadvantaged communities, particularly those from a minority ethnic background in Kent, but not excluding others. The Charity's objects are:

- to promote community integration, inclusion and cohesion in Swale and Kent, in particular.
- the advancement of education and training.
- the relief of need by the provision of advice, assistance, information, drop-in services and the promotion of equality and diversity.

The aims of our Charity are to reduce the level of social inequalities in Kent as a result of the socially constructed factors of gender, race/ethnicity, disability, culture, religion and beliefs and others. This can be achieved by advancing education and raising awareness in equality and diversity; and promoting activities to foster cultural understanding between people from diverse backgrounds.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Activities

The focus of our work

Our main objectives for the year continued to be the promotion of equality, diversity, inclusion, and intersectionality, and also the reduction of disadvantages. The strategies we used to meet these objectives included:

- Providing a range of services which are reflective of relevant quality standards and address the potential problems related to social inequalities.
- Focusing upon limiting lack of access and disengagement which comes with discrimination and people feeling that they are at the edge of their communities.
- Combining the application of the Equality Act of 2010, intersectionality, and the ten principles of the United Nations Global Compact with respect to human right, labour, environment, and anti-corruption.
- Working in partnership with other agencies to ensure that the widest ranges of services are available that best matches the needs of our service users.

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Public benefit

Given the policies and objectives of the Charity, as stated above, the Trustees, report on the aspects of its activities which encapsulates 'public benefit'. In order to actualise our vision as stipulated earlier, Diversity House offers the following services, summarised below:

- IAG
- Culture and heritage
- Mentoring and coaching
- Education and training
- Drop-in-services
- Diversity House Youth Club
- Gender-specific projects
- Community cohesion programs
- Health education
- Health promotion
- Community engagement
- Social networking events
- Volunteering
- Business briefing
- Employability program
- Knowledge exchange
- Cultural competency for practitioners
- Work placements
- Group session
- Consultancy
- Fundraising
- Support

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the trustees to present a strategic report.

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

Significant activities and achievements against objectives

During the reporting period, Diversity House invested considerable strategic effort into fundraising to support the continuity, expansion, and long-term sustainability of our programmes. As the charity's principal fundraiser and lead bid writer, the CEO dedicated approximately 817 hours to this work. This included extensive desktop and primary research, gathering robust evidence of need, conducting community consultations, and undertaking detailed gap analyses, activities essential to developing strong, compelling, and community-informed proposals.

Alongside grant development, the CEO also raised income through specialist consultancy services delivered to external organisations. This dual approach, combining targeted bid writing with professional consultancy, not only strengthened the charity's unrestricted funding base but also highlighted the depth of expertise that Diversity House continues to offer within wider community and professional networks.

A major focus of fundraising this year was the Centre for Women and Girls Innovation and Empowerment (CWGIE) project. CWGIE progressed into the final year of its three-year funding cycle, supported significantly by the £135,404 top-up grant awarded by the National Lottery Reaching Communities programme in July 2024. This continued investment was crucial in enabling us to sustain and enhance delivery throughout the period under review. In recognition of the programme's strong outcomes and the profound difference it continues to make, preparation has already begun on a continuation funding application to secure its future beyond December 2025.

Throughout all fundraising efforts, Diversity House remains firmly committed to responsible, ethical, and transparent practices. Our fundraising ethos prioritises meaningful community impact, alignment with real and emerging needs, and the long-term value of our work for the individuals and families we serve. Every funding opportunity is approached with diligence, integrity, and an unwavering focus on advancing the charity's mission.

Financial review

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Principal funding sources

The principal funding sources are Big Lottery Fund, Heritage Lottery Fund, other government agencies and local authorities

There was no deficit in the year.

Structure, governance and management

The Charity is controlled by its governing documents, a deed of trust and constitutes a limited company, limited by guarantee as defined by the Companies Act 2006.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr S A Davey

Mr T Olufemi-Jotham

Mr P O Locke

Mrs C Locke

Mrs G B C Opara

(Resigned 4 August 2024)

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Recruitment and appointment of trustees

When new or additional trustees are required then beneficiaries and client organisations are invited to submit nominations and subject to their compliance with the Memorandum and Articles of Association they are considered by the governing body of trustees for election.

Induction and training of trustees

We have instituted policy or procedure for the training of trustees and within the period under review had carried out trustee skills audit to identify what skills our trustees have and what additional skills that are required to run the charity successfully.

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Organisational structure

The board of trustees meets regularly as a full board. There is also a standing committee comprised of the honorary officers. The Director / Manager of Diversity house make recommendations to the board of trustees and monitor operational activities. Staff and Volunteers of the charity have delegated authority to carry out day to day work within policies agreed by the board. Financial standing orders give necessary authorisation of different amounts.

Major risks and management of those risks

Risk Management

Assurance against Fraud and error

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.

Interest bearing assets and liabilities are held at fixed rate to ensure certainty of cash flows.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies. The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance. Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees' report, including the strategic report, was approved by the Board of Trustees.



Mrs C Locke
Trustee

5 December 2025

DIVERSITY HOUSE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the situation of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

DIVERSITY HOUSE LIMITED

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DIVERSITY HOUSE LIMITED

I report to the trustees on my examination of the financial statements of Diversity House Limited (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Samantha Rylah FCCA



Xeinadin South East Limited

12 Conqueror Court
Sittingbourne
Kent
ME10 5BH
United Kingdom
5 December 2025

DIVERSITY HOUSE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	2	16,563	253,439	270,002	129,238	101,203	230,441
Charitable activities	3	16,446	-	16,446	4,279	-	4,279
Other trading activities	4	20	-	20	387	-	387
Investments	5	5,443	-	5,443	4,184	-	4,184
Total income		<u>38,472</u>	<u>253,439</u>	<u>291,911</u>	<u>138,088</u>	<u>101,203</u>	<u>239,291</u>
Expenditure on:							
Raising funds	6	49,552	58,627	108,179	35,085	49,965	85,050
Charitable activities	7	34,027	119,737	153,764	24,826	120,161	144,987
Other expenditure	11	-	412	412	-	-	-
Total expenditure		<u>83,579</u>	<u>178,776</u>	<u>262,355</u>	<u>59,911</u>	<u>170,126</u>	<u>230,037</u>
Net income/(expenditure) and movement in funds		(45,107)	74,663	29,556	78,177	(68,923)	9,254
Reconciliation of funds:							
Fund balances at 1 April 2024		<u>160,945</u>	<u>125,511</u>	<u>286,456</u>	<u>82,768</u>	<u>194,434</u>	<u>277,202</u>
Fund balances at 31 March 2025		<u>115,838</u>	<u>200,174</u>	<u>316,012</u>	<u>160,945</u>	<u>125,511</u>	<u>286,456</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

DIVERSITY HOUSE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	13		5,468		14,524
Current assets					
Debtors	14	39,249		33,689	
Cash at bank and in hand		328,324		249,259	
		367,573		282,948	
Creditors: amounts falling due within one year	15	(57,029)		(11,016)	
Net current assets			310,544		271,932
Total assets less current liabilities			316,012		286,456
The funds of the charity					
Restricted income funds	16	200,174		125,511	
Unrestricted funds	17	115,838		160,945	
		316,012		286,456	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 5 December 2025



Mrs C Locke
Trustee

Company registration number 06188059 (England and Wales)

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Diversity House Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Isp House, Church Street, Sittingbourne, Kent, ME10 3EG, England.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and machinery	20% on cost
Fixtures and fittings	25% on cost
Computer equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Taxation

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

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	16,563	-	16,563	15,510	-	15,510
Grants	-	253,439	253,439	113,728	101,203	214,931
	<u>16,563</u>	<u>253,439</u>	<u>270,002</u>	<u>129,238</u>	<u>101,203</u>	<u>230,441</u>

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Charitable activity		
Charitable rental income	16,446	4,279

4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	20	387

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	5,443	4,184

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising and publicity						
Other fundraising costs	3,011	15,966	18,977	2,799	17,679	20,478
Staff costs	46,541	42,661	89,202	32,286	32,286	64,572
	49,552	58,627	108,179	35,085	49,965	85,050

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7 Expenditure on charitable activities

	Total 2025 £	Total 2024 £
Direct costs		
Staff costs	21,910	33,564
Depreciation and impairment	13,061	12,315
Rent and insurance	86,077	59,629
Telephone	3,135	3,168
Advertising	-	1,311
Office and general expenses	1,366	962
Consultancy and advice	3,197	6,206
Volunteers expenses	3,887	3,898
Computer costs and subscriptions	7,330	10,189
Maintenance charges and grants	1,624	2,045
Accountancy	11,725	10,849
Bank charges	92	89
Postage and stationery	360	762
	<u>153,764</u>	<u>144,987</u>
Analysis by fund		
Unrestricted funds	34,027	24,826
Restricted funds	119,737	120,161
	<u>153,764</u>	<u>144,987</u>

8 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	3,300	3,300
Depreciation of owned tangible fixed assets	13,061	12,315
Loss on disposal of tangible fixed assets	412	-
	<u>16,773</u>	<u>15,615</u>

9 Trustees

Christine Locke, Chair of the charity, was paid £60,000 for the year ended 31 March 2025 (2024-£60,000). Employers national insurance contributions of £7,025 and pension contributions of £1,800 were made by Diversity House in respect of Christine Locke during the year.

Christine Locke was reimbursed £4,955 for expenses during the year.

Joy Ozobia was reimbursed £5,195 for expenses during the year.

Sean Leacock was reimbursed £500 for expenses during the year.

Ayomide Omomehin was reimbursed £364 for expenses during the year.

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

10 Employees

The average monthly number of employees during the year was:

2025 Number	2024 Number
4	7

Employment costs

2025 £	2024 £
-----------	-----------

Wages and salaries

111,112	98,136
---------	--------

There were no employees whose annual remuneration was more than £60,000.

11 Other expenditure

Restricted funds 2025 £	Restricted funds 2024 £
----------------------------------	----------------------------------

Net loss on disposal of tangible fixed assets

412	-
-----	---

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Tangible fixed assets

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Total £
Cost				
At 1 April 2024	11,944	4,860	31,837	48,641
Additions	-	1,119	3,298	4,417
Disposals	-	-	(924)	(924)
At 31 March 2025	11,944	5,979	34,211	52,134
Depreciation and impairment				
At 1 April 2024	11,944	3,238	18,935	34,117
Depreciation charged in the year	-	1,903	11,158	13,061
Eliminated in respect of disposals	-	-	(512)	(512)
At 31 March 2025	11,944	5,141	29,581	46,666
Carrying amount				
At 31 March 2025	-	838	4,630	5,468
At 31 March 2024	-	1,622	12,902	14,524

14 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Other debtors	8,149	8,470
Prepayments and accrued income	31,100	25,219
	39,249	33,689

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	2,624	-
Trade creditors	36,735	6,665
Other creditors	8,646	-
Accruals and deferred income	9,024	4,351
	57,029	11,016

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
	125,511	253,439	(178,776)	200,174
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
	194,434	101,203	(170,126)	125,511

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
General funds	160,945	38,472	(83,579)	115,838
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	82,768	138,088	(59,911)	160,945

18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	5,468	-	5,468
Current assets/(liabilities)	110,370	200,174	310,544
	115,838	200,174	316,012

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	-	14,524	14,524
Current assets/(liabilities)	160,945	110,987	271,932
	<u>160,945</u>	<u>125,511</u>	<u>286,456</u>

19 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

DIVERSITY HOUSE LIMITED

England & Wales - Charity number 1122960

Accounts

Charity registration number 1122960 (England and Wales)

Company registration number 06188059

DIVERSITY HOUSE LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024



DIVERSITY HOUSE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr S A Davey Mr T Olufemi-Jotham Mr P O Locke Mrs C Locke
Charity number (England and Wales)	1122960
Company number	06188059
Registered office	Isp House Church Street Sittingbourne Kent England ME10 3EG
Independent examiner	Xeinadin South East Limited 12 Conqueror Court Sittingbourne Kent United Kingdom ME10 5BH

DIVERSITY HOUSE LIMITED

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Balance sheet	9
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DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2024

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

Our Charity's purposes are as set out in the objects contained in the Company's memorandum of association. It is established for the benefit of disadvantaged communities, particularly those from a minority ethnic background in Kent, but not excluding others. The Charity's objects are:

- to promote community integration, inclusion and cohesion in Swale and Kent, in particular.
- the advancement of education and training.
- the relief of need by the provision of advice, assistance, information, drop-in services and the promotion of equality and diversity.

The aims of our Charity are to reduce the level of social inequality in Kent, which has arisen as a result of the socially constructed factors of gender, race/ethnicity, disability, culture, religion, beliefs and so on. This can be achieved by advancing education and raising awareness in equality and diversity and promoting activities to foster cultural understanding between people from diverse backgrounds.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remain focused on our stated purposes. We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives set.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Activities

The focus of our work

Our main objectives for the year continued to be the promotion of equality, diversity, inclusion, and intersectionality, and also the reduction of disadvantages. The strategies we used to meet these objectives included:

- Providing a range of services which are reflective of relevant quality standards and address the potential problems related to social inequalities.
- Focusing upon limiting lack of access and disengagement which comes with discrimination and people feeling that they are at the edge of their communities.
- Combining the application of the Equality Act of 2010, intersectionality, and the ten principles of the United Nations Global Compact with respect to human right, labour, environment, and anti-corruption.
- Working in partnership with other agencies to ensure that the widest ranges of services are available that best matches the needs of our service users.

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Public benefit

Given the policies and objectives of the Charity, as stated above, the Trustees, report on the aspects of its activities which encapsulates 'public benefit'. In order to actualise our vision as stipulated earlier, Diversity House offers the following services, summarised below:

- IAG
- Culture and heritage
- Mentoring and coaching
- Education and training
- Drop-in-services
- Diversity House Youth Club
- Gender-specific projects
- Community cohesion programs
- Health education
- Health promotion
- Community engagement
- Social networking events
- Volunteering
- Business briefing
- Employability program
- Knowledge exchange
- Cultural competency for practitioners
- Work placements
- Group session
- Consultancy
- Fundraising
- Support

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the trustees to present a strategic report.

Achievements and performance

Significant activities and achievements against objectives

During the period under review, time was spent on fund raising activities. In order to put in a good case to funding bodies why particular projects should be funded, the CEO who is the main bid writer spent approximately 817 hours in both desktop and primary research, gathering evidence of need and conducting gap analyses. During this period, a bid was put to the National Lottery Community Fund for a grant through to augment the initial funding received from the Lottery to deliver CWGIE (Centre for Women and Girls Innovation and Empowerment) project. This bid was successful, and the charity was granted additional £135,404 for duration of the project. Another funding proposal to Colyer Fergusson Charitable Trust for conducting a strategic review for Diversity House was successful. In addition to bid writing, the CEO has been busy during the period under review raising funds through carrying out consultancy duties for other organisations.

Financial review

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Principal funding sources

The principal funding sources are Big Lottery Fund, Heritage Lottery Fund, other government agencies and local authorities

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

There was no deficit in the year.

Structure, governance and management

The Charity is controlled by its governing documents, a deed of trust and constitutes a limited company, limited by guarantee as defined by the Companies Act 2006.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr S A Davey

Mr T Olufemi-Jotham

Mr P O Locke

Mrs C Locke

Mrs G B C Opara

(Resigned 4 August 2024)

Recruitment and appointment of trustees

When new or additional trustees are required then beneficiaries and client organisations are invited to submit nominations and subject to their compliance with the Memorandum and Articles of Association they are considered by the governing body of trustees for election.

Induction and training of trustees

We have instituted policy or procedure for the training of trustees and within the period under review had carried out trustee skills audit to identify what skills our trustees have and what additional skills that are required to run the charity successfully.

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Organisational structure

The board of trustees meets regularly as a full board. There is also a standing committee comprised of the honorary officers. The Director / Manager of Diversity house make recommendations to the board of trustees and monitor operational activities. Staff and Volunteers of the charity have delegated authority to carry out day to day work within policies agreed by the board. Financial standing orders give necessary authorisation of different amounts.

Major risks and management of those risks

Risk Management

Assurance against Fraud and error

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.

Interest bearing assets and liabilities are held at fixed rate to ensure certainty of cash flows.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies. The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance. Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

DIVERSITY HOUSE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees' report, including the strategic report, was approved by the Board of Trustees.

christine locke

Mrs C Locke
Trustee

17 March 2025

DIVERSITY HOUSE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the situation of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DIVERSITY HOUSE LIMITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF DIVERSITY HOUSE LIMITED

I report to the trustees on my examination of the financial statements of Diversity House Limited (the charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Fiona Howard FCA CTA



Xeinadin South East Limited

12 Conqueror Court
Sittingbourne
Kent
ME10 5BH
United Kingdom
17 March 2025

DIVERSITY HOUSE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	2	129,238	101,203	230,441	30,866	620,115	650,981
Charitable activities	3	4,279	-	4,279	-	-	-
Other trading activities	4	387	-	387	-	-	-
Investments	5	4,184	-	4,184	749	-	749
Total income		138,088	101,203	239,291	31,615	620,115	651,730
Expenditure on:							
Raising funds	6	35,085	49,965	85,050	34,598	34,598	69,196
Charitable activities	7	24,826	120,161	144,987	11,059	330,040	341,099
Total expenditure		59,911	170,126	230,037	45,657	364,638	410,295
Net income/(expenditure) and movement in funds		78,177	(68,923)	9,254	(14,042)	255,477	241,435
Reconciliation of funds:							
Fund balances at 1 April 2023		82,768	194,434	277,202	96,810	(61,043)	35,767
Fund balances at 31 March 2024		160,945	125,511	286,456	82,768	194,434	277,202

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

DIVERSITY HOUSE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	12		14,524		26,839
Current assets					
Debtors	13	33,689		25,592	
Cash at bank and in hand		249,259		248,021	
		282,948		273,613	
Creditors: amounts falling due within one year	14	(11,016)		(23,250)	
Net current assets			271,932		250,363
Total assets less current liabilities			286,456		277,202
The funds of the charity					
Restricted income funds	15	125,511		194,434	
Unrestricted funds	16	160,945		82,768	
		286,456		277,202	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 17 March 2025

Christine Locke

Mrs C Locke
Trustee

Type text here

Company registration number 06188059 (England and Wales)

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Diversity House Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Isp House, Church Street, Sittingbourne, Kent, ME10 3EG, England.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and machinery	20% on cost
Fixtures and fittings	25% on cost
Computer equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Taxation

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

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	15,510	-	15,510	30,866	-	30,866
Grants	113,728	101,203	214,931	-	620,115	620,115
	<u>129,238</u>	<u>101,203</u>	<u>230,441</u>	<u>30,866</u>	<u>620,115</u>	<u>650,981</u>

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Charitable activity		
Charitable rental income	4,279	-

4 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising events	387	-

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	4,184	749

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Other fundraising costs	2,799	17,679	20,478	-	-	-
Staff costs	32,286	32,286	64,572	34,598	34,598	69,196
	35,085	49,965	85,050	34,598	34,598	69,196

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Expenditure on charitable activities

	Total 2024 £	Total 2023 £
Direct costs		
Staff costs	33,564	37,425
Depreciation and impairment	12,315	9,858
Rent and insurance	59,629	20,178
Telephone	3,168	95
Advertising	1,311	5,494
Office and general expenses	962	210,869
Consultancy and advice	6,206	39,844
Volunteers expenses	3,898	3,536
Training volunteers	-	5,878
Computer costs and subscriptions	10,189	780
Staff welfare	-	2,699
Motor expenses	-	40
Maintenance charges and grants	2,045	-
Accountancy	10,849	4,195
Bank charges	89	208
Postage and stationery	762	-
	<u>144,987</u>	<u>341,099</u>
Analysis by fund		
Unrestricted funds	24,826	11,059
Restricted funds	120,161	330,040
	<u>144,987</u>	<u>341,099</u>

8 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	4,221	3,600
Depreciation of owned tangible fixed assets	12,315	9,858
	<u>16,536</u>	<u>13,458</u>

9 Trustees

Christine Locke, Chair of the charity, was paid £60,000 for the year ended 31 March 2024 (2023-£60,000).

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	7	7

Employment costs

	2024 £	2023 £
Wages and salaries	98,136	106,621

There were no employees whose annual remuneration was more than £60,000.

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Tangible fixed assets

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Total £
Cost				
At 1 April 2023	11,944	4,860	31,837	48,641
At 31 March 2024	11,944	4,860	31,837	48,641
Depreciation and impairment				
At 1 April 2023	11,944	1,616	8,242	21,802
Depreciation charged in the year	-	1,622	10,693	12,315
At 31 March 2024	11,944	3,238	18,935	34,117
Carrying amount				
At 31 March 2024	-	1,622	12,902	14,524
At 31 March 2023	-	3,244	23,595	26,839

13 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	8,470	7,599
Prepayments and accrued income	25,219	17,993
	33,689	25,592

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	6,665	19,520
Accruals and deferred income	4,351	3,730
	<u>11,016</u>	<u>23,250</u>

15 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
	194,434	101,203	(170,126)	125,511
	<u>194,434</u>	<u>101,203</u>	<u>(170,126)</u>	<u>125,511</u>
Previous year:				
	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
	(61,043)	620,115	(364,638)	194,434
	<u>(61,043)</u>	<u>620,115</u>	<u>(364,638)</u>	<u>194,434</u>

16 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	82,768	138,088	(59,911)	160,945
	<u>82,768</u>	<u>138,088</u>	<u>(59,911)</u>	<u>160,945</u>
Previous year:				
	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
General funds	96,810	31,615	(45,657)	82,768
	<u>96,810</u>	<u>31,615</u>	<u>(45,657)</u>	<u>82,768</u>

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	-	14,524	14,524
Current assets/(liabilities)	160,945	110,987	271,932
	<u>160,945</u>	<u>125,511</u>	<u>286,456</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Tangible assets	-	26,839	26,839
Current assets/(liabilities)	82,768	167,595	250,363
	<u>82,768</u>	<u>194,434</u>	<u>277,202</u>

18 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

Document Activity Report

Document Sent Mon, 17 Mar 2025 17:46:41 GMT

Document Approval Status Approved

Approval Activity Summary

Christine Locke Approved Tue, 18 Mar 2025 08:23:56 GMT

Document Activity History

Document history shows most recent activity first

Date	Activity
Tue, 18 Mar 2025 08:23:50 GMT	Christine Locke Approved the document
Tue, 18 Mar 2025 08:23:17 GMT	Christine Locke viewed the document
Tue, 18 Mar 2025 08:22:55 GMT	Christine Locke viewed the document
Mon, 17 Mar 2025 17:51:16 GMT	Document Sent

DIVERSITY HOUSE LIMITED

England & Wales - Charity number 1122960

Accounts

REGISTERED COMPANY NUMBER: 06188059 (England and Wales)
REGISTERED CHARITY NUMBER: 1122960

**STRATEGIC REPORT, REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023
FOR
DIVERSITY HOUSE LIMITED**

Williams Giles Professional Services Ltd
12 Conqueror Court
Sittingbourne
Kent
ME10 5BH

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FOR THE YEAR ENDED 31 MARCH 2023**

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DIVERSITY HOUSE LIMITED

**STRATEGIC REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2023, in compliance with s414C of the Companies Act 2006.

FUNDS IN DEFICIT

There was no deficit in the year.

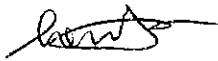
PRINCIPAL RISKS AND UNCERTAINTIES

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

PRINCIPLE FUNDING SOURCES

The principal funding sources are Kent County Council, Swale Borough Council, The National Community Fund, other government agencies and local authorities.

Approved by order of the board of trustees on 28 March 2024 and signed on its behalf by:



Mrs C Locke - Trustee

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2023.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our Charity's purposes as set out in the objects contained in the Company's memorandum of association - is established for the benefit of disadvantaged communities, particularly, those with a minority ethnic background in Kent but not excluding others.

The Charity's objects are:

- o to promote community integration, inclusion and cohesion in Swale and Kent, in particular;
- o the advancement of education and training;
- o the relief of need by the provision of advice, assistance, information and 'drop-in services; the promotion of equality and diversity

The aims of our Charity are to reduce the level of social inequalities in Kent as a result of the socially constructed factors of gender, race/ethnicity, disability, culture, religion and beliefs and others. This can be achieved by advancing education and raising awareness in equality and diversity; and promoting activities to foster cultural understanding between people from diverse backgrounds.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months.

The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remained focused on our stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Objectives, strategies and activities

The focus of our work

Our main objectives for the year continued to be the promotion of equality and diversity and reduction of disadvantage. The strategies we used to meet these objectives included:

- o Providing a range of services which are reflective of relevant quality standards and address the potential problems related to social inequalities.
- o Focusing upon limiting lack of access and disengagement which comes with discrimination and people feeling that they are at the edge of their communities.
- o Working towards applying the Equality Act of 2010 and the ten principles of the United Nations Global Compact with respect to human right, labour, environment, and anti-corruption.
- o Working in partnership with other agencies to ensure that the widest ranges of services are available that best matches the needs of our service users.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

OBJECTIVES AND ACTIVITIES

Public benefit

Given the policies and objectives of the Charity, as stated above, the Trustees, report on the aspects of its activities which encapsulates 'public benefit'. In order to actualise our vision as stipulated earlier, Diversity House offers the following services, summarised below

- IAG
- Culture and heritage
- Mentoring and Coaching
- Education and Training
- Drop-in-services
- Diversity House Youth Club
- Gender specific project
- Community cohesion programs
- Health education
- Health promotion
- Community engagement
- Social networking events
- Volunteering
- Business briefing
- Employability program
- Knowledge exchange
- Cultural competency for practitioners
- Work placements
- Group session
- Consultancy
- Fundraising
- Support

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Financial review

There was no deficit in the year.

Principal funding sources

The principal funding sources are Kent County Council, Swale Borough Council, The National Community Fund, other government agencies and local authorities.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Mr Tunde Jotham

Christine Locke

Patrick Locke

Mrs Gloria Blessing Opara

Mr Stephen Arthur Davey, Trustee

Chief Executive Officer:

Christine Locke

Senior Management / Leadership Team:

Abtax CA Limited, Reporting Accountant

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

OBJECTIVES AND ACTIVITIES

Structure, governance and management

Nature of governing document

The Charity is controlled by its governing documents, a deed of trust and constitutes a limited company, limited by guarantee as defined by the Companies Act 2006.

Recruitment and appointment of trustees

When new or additional trustees are required then beneficiaries and client organisations are invited to submit nominations and subject to their compliance with the Memorandum and Articles of Association they are considered by the governing body of trustees for election.

Induction and training of trustees

We have instituted policy or procedure for the training of trustees and within the period under review had carried out trustee skills audit to identify what skills our trustees have and what additional skills that are required to run the charity successfully.

Organisational structure

The board of trustees meets regularly as a full board. There is also a standing committee comprised of the honorary officers. The Director / Manager of Diversity house make recommendations to the board of trustees and monitor operational activities. Staff and Volunteers of the charity have delegated authority to carry out day to day work within policies agreed by the board. Financial standing orders give necessary authorisation of different amounts.

Major risks and management of those risks.

Risk Management

Assurance against Fraud and error

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.

Interest bearing assets and liabilities are held at fixed rate to ensure certainty of cash flows.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

OBJECTIVES AND ACTIVITIES

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06188059 (England and Wales)

Registered Charity number

1122960

Registered office

Isp House
Church Street
Sittingbourne
Kent
ME10 3EG

Trustees

Mrs G B C Opara Director Of Training & Development
T Olufemi-Jotham Trustee
Mrs C Locke Drug And Alcohol Practitioner
S A Davey Local Councillor
P O Locke Facilities Management

Independent Examiner

Fiona Howard FCA CTA
Williams Giles Professional Services Ltd
12 Conqueror Court
Sittingbourne
Kent
ME10 5BH

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of Diversity House Limited 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).

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

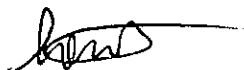
TRUSTEES' RESPONSIBILITY STATEMENT - continued

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;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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.

Approved by order of the board of trustees on 28 March 2024 and signed on its behalf by:



Mrs C Locke - Trustee

Diversity House Limited

Minutes of the Annual General Meeting held at Isp House, Church Street, Sittingbourne, Kent, ME10 3EG on Thursday 28th March 2024

Present

Mr Stephen Arthur Davey
Mrs Christine Locke (Chairman)
Mr Patrick Owen Locke
Mr Tunde Olufemi-Jotham
Mrs Gloria Blessing Chukwuka Opara

QUORUM

The Chairman, having noted that a quorum was present in accordance with s318 Companies Act 2006, declared the meeting open.

PREVIOUS MINUTES

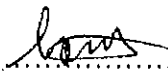
The minutes of the previous Annual General Meeting were accepted as a true and accurate record of the proceedings.

LAYING OF ACCOUNTS

The financial statements for the financial year ended 31st March 2023 together with the Report of the Trustees thereon were laid before the meeting and **IT WAS RESOLVED** that they be and are hereby received.

Any Other Business

There being no further business the meeting was closed.

.....


Mrs Christine Locke (Chairman)

.....
28/3/2024

Date

Virtual Cabinet Portal Digital Signatures

Digital Signature Verification

You can verify that this is a genuine Virtual Cabinet Document Portal signed document by uploading it to the following secure web page:

<https://www.virtualcabinetportal.com/VerifySignedDocument>

Signature Dates and Times

All dates and times shown in the signatures below are expressed in Coordinated Universal Time (UTC), which is generally equivalent to GMT. You can find out more about UTC at the following web page:

<http://www.virtualcabinetportal.com/WhatsUTC>

Signature 1

Signed by Christine Locke using authentication code a1FCVHB0OEg2Km9p at IP address 86.128.98.220, on 2024/03/28 13:23:54 Z.

Christine Locke's e-mail address is: Christine.locke@diversityhouse.org.uk.

REGISTERED COMPANY NUMBER: 06188059 (England and Wales)
REGISTERED CHARITY NUMBER: 1122960

**STRATEGIC REPORT, REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023
FOR
DIVERSITY HOUSE LIMITED**

Williams Giles Professional Services Ltd
12 Conqueror Court
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DIVERSITY HOUSE LIMITED

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DIVERSITY HOUSE LIMITED

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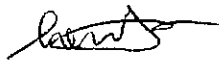
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FOR THE YEAR ENDED 31 MARCH 2023**

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

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- Support

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Christine Locke

Patrick Locke

Mrs Gloria Blessing Opara

Mr Stephen Arthur Davey, Trustee

Chief Executive Officer:

Christine Locke

Senior Management / Leadership Team:

Abtax CA Limited, Reporting Accountant

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

OBJECTIVES AND ACTIVITIES

Structure, governance and management

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Induction and training of trustees

We have instituted policy or procedure for the training of trustees and within the period under review had carried out trustee skills audit to identify what skills our trustees have and what additional skills that are required to run the charity successfully.

Organisational structure

The board of trustees meets regularly as a full board. There is also a standing committee comprised of the honorary officers. The Director / Manager of Diversity house make recommendations to the board of trustees and monitor operational activities. Staff and Volunteers of the charity have delegated authority to carry out day to day work within policies agreed by the board. Financial standing orders give necessary authorisation of different amounts.

Major risks and management of those risks.

Risk Management

Assurance against Fraud and error

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.

Interest bearing assets and liabilities are held at fixed rate to ensure certainty of cash flows.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

OBJECTIVES AND ACTIVITIES

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06188059 (England and Wales)

Registered Charity number

1122960

Registered office

Isp House
Church Street
Sittingbourne
Kent
ME10 3EG

Trustees

Mrs G B C Opara Director Of Training & Development
T Olufemi-Jotham Trustee
Mrs C Locke Drug And Alcohol Practitioner
S A Davey Local Councillor
P O Locke Facilities Management

Independent Examiner

Fiona Howard FCA CTA
Williams Giles Professional Services Ltd
12 Conqueror Court
Sittingbourne
Kent
ME10 5BH

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of Diversity House Limited 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).

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023**

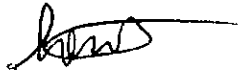
TRUSTEES' RESPONSIBILITY STATEMENT - continued

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;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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.

Approved by order of the board of trustees on 28 March 2024 and signed on its behalf by:



Mrs C Locke - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DIVERSITY HOUSE LIMITED

Independent examiner's report to the trustees of Diversity House Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Fiona Howard FCA CTA
The Institute of Chartered Accountants in England and Wales

Williams Giles Professional Services Ltd
12 Conqueror Court
Sittingbourne
Kent
ME10 5BH

28 March 2024

DIVERSITY HOUSE LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	30,866	620,115	650,981	105,896
Charitable activities	4				
Charitable activities		-	-	-	37,199
Investment income	3	749	-	749	11
Total		<u>31,615</u>	<u>620,115</u>	<u>651,730</u>	<u>143,106</u>
EXPENDITURE ON					
Raising funds	5	34,598	34,598	69,196	46,638
Charitable activities	6				
Raising funds		-	-	-	64,898
Charitable activities		11,059	330,039	341,098	99,969
Total		<u>45,657</u>	<u>364,637</u>	<u>410,294</u>	<u>211,505</u>
NET INCOME/(EXPENDITURE)		(14,042)	255,478	241,436	(68,399)
RECONCILIATION OF FUNDS					
Total funds brought forward		96,810	(61,043)	35,767	104,166
TOTAL FUNDS CARRIED FORWARD		<u>82,768</u>	<u>194,435</u>	<u>277,203</u>	<u>35,767</u>

The notes form part of these financial statements

DIVERSITY HOUSE LIMITED (REGISTERED NUMBER: 06188059)

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	12	-	26,839	26,839	-
CURRENT ASSETS					
Debtors	13	7,678	17,915	25,593	2,925
Cash at bank and in hand		84,676	163,345	248,021	95,201
		<u>92,354</u>	<u>181,260</u>	<u>273,614</u>	<u>98,126</u>
CREDITORS					
Amounts falling due within one year	14	(9,586)	(13,664)	(23,250)	(62,359)
NET CURRENT ASSETS		<u>82,768</u>	<u>167,596</u>	<u>250,364</u>	<u>35,767</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		82,768	194,435	277,203	35,767
NET ASSETS		<u>82,768</u>	<u>194,435</u>	<u>277,203</u>	<u>35,767</u>
FUNDS	16				
Unrestricted funds				82,768	96,810
Restricted funds				194,435	(61,043)
TOTAL FUNDS				<u>277,203</u>	<u>35,767</u>

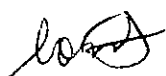
The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28 March 2024 and were signed on its behalf by:



C Locke - Trustee

The notes form part of these financial statements

DIVERSITY HOUSE LIMITED

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	249,811	(70,019)
Net cash provided by/(used in) operating activities		<u>249,811</u>	<u>(70,019)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(36,697)	-
Interest received		749	11
Net cash (used in)/provided by investing activities		<u>(35,948)</u>	<u>11</u>
Change in cash and cash equivalents in the reporting period		<u>213,863</u>	<u>(70,008)</u>
Cash and cash equivalents at the beginning of the reporting period	2	<u>34,158</u>	<u>104,166</u>
Cash and cash equivalents at the end of the reporting period	2	<u><u>248,021</u></u>	<u><u>34,158</u></u>

The notes form part of these financial statements

DIVERSITY HOUSE LIMITED

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023**

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

	2023 £	2022 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	241,436	(68,399)
Adjustments for:		
Depreciation charges	9,857	-
Interest received	(749)	(11)
Increase in debtors	(22,667)	(2,925)
Increase in creditors	21,934	1,316
Net cash provided by/(used in) operations	<u>249,811</u>	<u>(70,019)</u>

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 £	2022 £
Cash in hand	4	56
Notice deposits (less than 3 months)	248,017	95,145
Overdrafts included in bank loans and overdrafts falling due within one year	-	(61,043)
Total cash and cash equivalents	<u>248,021</u>	<u>34,158</u>

3. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22 £	Cash flow £	At 31/3/23 £
Net cash			
Cash at bank and in hand	95,201	152,820	248,021
Bank overdraft	(61,043)	61,043	-
	<u>34,158</u>	<u>213,863</u>	<u>248,021</u>
Total	<u>34,158</u>	<u>213,863</u>	<u>248,021</u>

The notes form part of these financial statements

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

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.

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.

Tangible fixed assets

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

Plant and machinery	- 20% on cost
Fixtures and fittings	- 25% on cost
Computer equipment	- 25% on cost

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.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations and legacies	30,866	105,896
Grants	620,115	-
	<u>650,981</u>	<u>105,896</u>

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

	2023	2022
	£	£
Other grants	<u>620,115</u>	<u>-</u>

DIVERSITY HOUSE LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

3. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	749	11
	<u>749</u>	<u>11</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	£	£
Charitable activities	-	37,199
	<u>-</u>	<u>37,199</u>

5. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Support costs	34,598	23,319
	<u>34,598</u>	<u>23,319</u>

Other trading activities

	2023	2022
	£	£
Staff costs	34,598	23,319
	<u>34,598</u>	<u>23,319</u>

Aggregate amounts

	2023	2022
	£	£
	69,196	46,638
	<u>69,196</u>	<u>46,638</u>

6. CHARITABLE ACTIVITIES COSTS

	Support costs (see note 7)
	£
Charitable activities	341,098
	<u>341,098</u>

7. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Raising donations and legacies	-	-	34,598	34,598
Charitable activities	336,695	208	4,195	341,098
	<u>336,695</u>	<u>208</u>	<u>4,195</u>	<u>341,098</u>
	<u>336,695</u>	<u>208</u>	<u>38,793</u>	<u>375,696</u>

DIVERSITY HOUSE LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

8. NET INCOME/(EXPENDITURE)

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

	2023 £	2022 £
Auditors' remuneration for non audit work	3,600	120
Depreciation - owned assets	9,858	-
	<u> </u>	<u> </u>

9. TRUSTEES' REMUNERATION AND BENEFITS

Christine Locke was paid £60,000 for the year ended 31 March 2023.

Trustees' expenses

Christine Locke was reimbursed £3,536.33 for expenses paid out.

10. STAFF COSTS

	2023 £	2022 £
Wages and salaries	106,621	50,551
	<u> </u>	<u> </u>
	106,621	50,551
	<u> </u>	<u> </u>

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

	2023	2022
Employees	7	4
	<u> </u>	<u> </u>

No employees received emoluments in excess of £60,000.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	7,079	98,817	105,896
Charitable activities			
Charitable activities	36,219	980	37,199
Investment income	11	-	11
Total	<u>43,309</u>	<u>99,797</u>	<u>143,106</u>
EXPENDITURE ON			
Raising funds	46,638	-	46,638
Charitable activities			
Raising funds	2,455	62,443	64,898
Charitable activities	(48,849)	148,818	99,969
Total	<u>244</u>	<u>211,261</u>	<u>211,505</u>

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted fund £	Total funds £
NET INCOME/(EXPENDITURE)	43,065	(111,464)	(68,399)
RECONCILIATION OF FUNDS			
Total funds brought forward	53,745	50,421	104,166
TOTAL FUNDS CARRIED FORWARD	<u>96,810</u>	<u>(61,043)</u>	<u>35,767</u>

12. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2022	11,944	-	-	11,944
Additions	-	4,860	31,837	36,697
At 31 March 2023	<u>11,944</u>	<u>4,860</u>	<u>31,837</u>	<u>48,641</u>
DEPRECIATION				
At 1 April 2022	11,944	-	-	11,944
Charge for year	-	1,616	8,242	9,858
At 31 March 2023	<u>11,944</u>	<u>1,616</u>	<u>8,242</u>	<u>21,802</u>
NET BOOK VALUE				
At 31 March 2023	<u>-</u>	<u>3,244</u>	<u>23,595</u>	<u>26,839</u>
At 31 March 2022	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Other debtors	7,600	-
Prepayments	<u>17,993</u>	<u>2,925</u>
	<u>25,593</u>	<u>2,925</u>

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Bank loans and overdrafts (see note 15)	-	61,043
Trade creditors	19,520	1,196
Accrued expenses	3,730	120
	<u>23,250</u>	<u>62,359</u>

15. LOANS

An analysis of the maturity of loans is given below:

	2023	2022
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	-	61,043
	<u>-</u>	<u>61,043</u>

16. MOVEMENT IN FUNDS

	At 1/4/22	Net movement in funds	At 31/3/23
	£	£	£
Unrestricted funds			
General fund	96,810	(14,042)	82,768
Restricted funds			
Restricted fund	(61,043)	255,478	194,435
	<u>35,767</u>	<u>241,436</u>	<u>277,203</u>
TOTAL FUNDS			

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	31,615	(45,657)	(14,042)
Restricted funds			
Restricted fund	620,115	(364,637)	255,478
	<u>651,730</u>	<u>(410,294)</u>	<u>241,436</u>
TOTAL FUNDS			

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	At 31/3/22 £
Unrestricted funds			
General fund	53,745	43,065	96,810
Restricted funds			
Restricted fund	50,421	(111,464)	(61,043)
TOTAL FUNDS	<u>104,166</u>	<u>(68,399)</u>	<u>35,767</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	43,309	(244)	43,065
Restricted funds			
Restricted fund	99,797	(211,261)	(111,464)
TOTAL FUNDS	<u>143,106</u>	<u>(211,505)</u>	<u>(68,399)</u>

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

	At 1/4/21 £	Net movement in funds £	At 31/3/23 £
Unrestricted funds			
General fund	53,745	29,023	82,768
Restricted funds			
Restricted fund	50,421	144,014	194,435
TOTAL FUNDS	<u>104,166</u>	<u>173,037</u>	<u>277,203</u>

DIVERSITY HOUSE LIMITED**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023****16. 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	74,924	(45,901)	29,023
Restricted funds			
Restricted fund	719,912	(575,898)	144,014
TOTAL FUNDS	<u>794,836</u>	<u>(621,799)</u>	<u>173,037</u>

17. RELATED PARTY DISCLOSURES

Ashleigh Locke and Gabriella Locke, relatives of Christine Locke and Pat Locke who are trustees, were employed during the year by the charity.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DIVERSITY HOUSE LIMITED

Independent examiner's report to the trustees of Diversity House Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Fiona Howard FCA CTA
The Institute of Chartered Accountants in England and Wales

Williams Giles Professional Services Ltd
12 Conqueror Court
Sittingbourne
Kent
ME10 5BH

28 March 2024

DIVERSITY HOUSE LIMITED

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	30,866	620,115	650,981	105,896
Charitable activities	4				
Charitable activities		-	-	-	37,199
Investment income	3	749	-	749	11
Total		<u>31,615</u>	<u>620,115</u>	<u>651,730</u>	<u>143,106</u>
EXPENDITURE ON					
Raising funds	5	34,598	34,598	69,196	46,638
Charitable activities	6				
Raising funds		-	-	-	64,898
Charitable activities		11,059	330,039	341,098	99,969
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RECONCILIATION OF FUNDS					
Total funds brought forward		96,810	(61,043)	35,767	104,166
TOTAL FUNDS CARRIED FORWARD		<u>82,768</u>	<u>194,435</u>	<u>277,203</u>	<u>35,767</u>

The notes form part of these financial statements

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	12	-	26,839	26,839	-
CURRENT ASSETS					
Debtors	13	7,678	17,915	25,593	2,925
Cash at bank and in hand		84,676	163,345	248,021	95,201
		<u>92,354</u>	<u>181,260</u>	<u>273,614</u>	<u>98,126</u>
CREDITORS					
Amounts falling due within one year	14	(9,586)	(13,664)	(23,250)	(62,359)
NET CURRENT ASSETS		<u>82,768</u>	<u>167,596</u>	<u>250,364</u>	<u>35,767</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		82,768	194,435	277,203	35,767
NET ASSETS		<u>82,768</u>	<u>194,435</u>	<u>277,203</u>	<u>35,767</u>
FUNDS	16				
Unrestricted funds				82,768	96,810
Restricted funds				194,435	(61,043)
TOTAL FUNDS				<u>277,203</u>	<u>35,767</u>

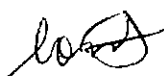
The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28 March 2024 and were signed on its behalf by:



C Locke - Trustee

The notes form part of these financial statements

DIVERSITY HOUSE LIMITED

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	249,811	(70,019)
Net cash provided by/(used in) operating activities		<u>249,811</u>	<u>(70,019)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(36,697)	-
Interest received		749	11
Net cash (used in)/provided by investing activities		<u>(35,948)</u>	<u>11</u>
Change in cash and cash equivalents in the reporting period		<u>213,863</u>	<u>(70,008)</u>
Cash and cash equivalents at the beginning of the reporting period	2	<u>34,158</u>	<u>104,166</u>
Cash and cash equivalents at the end of the reporting period	2	<u><u>248,021</u></u>	<u><u>34,158</u></u>

The notes form part of these financial statements

DIVERSITY HOUSE LIMITED

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023**

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

	2023 £	2022 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	241,436	(68,399)
Adjustments for:		
Depreciation charges	9,857	-
Interest received	(749)	(11)
Increase in debtors	(22,667)	(2,925)
Increase in creditors	21,934	1,316
Net cash provided by/(used in) operations	<u>249,811</u>	<u>(70,019)</u>

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 £	2022 £
Cash in hand	4	56
Notice deposits (less than 3 months)	248,017	95,145
Overdrafts included in bank loans and overdrafts falling due within one year	-	(61,043)
Total cash and cash equivalents	<u>248,021</u>	<u>34,158</u>

3. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22 £	Cash flow £	At 31/3/23 £
Net cash			
Cash at bank and in hand	95,201	152,820	248,021
Bank overdraft	(61,043)	61,043	-
	<u>34,158</u>	<u>213,863</u>	<u>248,021</u>
Total	<u>34,158</u>	<u>213,863</u>	<u>248,021</u>

The notes form part of these financial statements

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

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.

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.

Tangible fixed assets

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

Plant and machinery	- 20% on cost
Fixtures and fittings	- 25% on cost
Computer equipment	- 25% on cost

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.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations and legacies	30,866	105,896
Grants	620,115	-
	<u>650,981</u>	<u>105,896</u>

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

	2023	2022
	£	£
Other grants	<u>620,115</u>	<u>-</u>

DIVERSITY HOUSE LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

3. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	749	11
	<u>749</u>	<u>11</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	£	£
Charitable activities	-	37,199
Activity Charitable activities		
	<u>-</u>	<u>37,199</u>

5. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Support costs	34,598	23,319
	<u>34,598</u>	<u>23,319</u>

Other trading activities

	2023	2022
	£	£
Staff costs	34,598	23,319
	<u>34,598</u>	<u>23,319</u>

	2023	2022
	£	£
Aggregate amounts	69,196	46,638
	<u>69,196</u>	<u>46,638</u>

6. CHARITABLE ACTIVITIES COSTS

	Support costs (see note 7)
	£
Charitable activities	341,098
	<u>341,098</u>

7. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Raising donations and legacies	-	-	34,598	34,598
Charitable activities	336,695	208	4,195	341,098
	<u>336,695</u>	<u>208</u>	<u>38,793</u>	<u>375,696</u>

DIVERSITY HOUSE LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

8. NET INCOME/(EXPENDITURE)

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

	2023	2022
	£	£
Auditors' remuneration for non audit work	3,600	120
Depreciation - owned assets	9,858	-
	<u>13,458</u>	<u>120</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

Christine Locke was paid £60,000 for the year ended 31 March 2023.

Trustees' expenses

Christine Locke was reimbursed £3,536.33 for expenses paid out.

10. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	106,621	50,551
	<u>106,621</u>	<u>50,551</u>

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

	2023	2022
Employees	7	4
	<u>7</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted fund	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	7,079	98,817	105,896
Charitable activities			
Charitable activities	36,219	980	37,199
Investment income	11	-	11
Total	<u>43,309</u>	<u>99,797</u>	<u>143,106</u>
EXPENDITURE ON			
Raising funds	46,638	-	46,638
Charitable activities			
Raising funds	2,455	62,443	64,898
Charitable activities	(48,849)	148,818	99,969
Total	<u>244</u>	<u>211,261</u>	<u>211,505</u>

DIVERSITY HOUSE LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted fund £	Total funds £
NET INCOME/(EXPENDITURE)	43,065	(111,464)	(68,399)
RECONCILIATION OF FUNDS			
Total funds brought forward	53,745	50,421	104,166
TOTAL FUNDS CARRIED FORWARD	<u>96,810</u>	<u>(61,043)</u>	<u>35,767</u>

12. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2022	11,944	-	-	11,944
Additions	-	4,860	31,837	36,697
At 31 March 2023	<u>11,944</u>	<u>4,860</u>	<u>31,837</u>	<u>48,641</u>
DEPRECIATION				
At 1 April 2022	11,944	-	-	11,944
Charge for year	-	1,616	8,242	9,858
At 31 March 2023	<u>11,944</u>	<u>1,616</u>	<u>8,242</u>	<u>21,802</u>
NET BOOK VALUE				
At 31 March 2023	<u>-</u>	<u>3,244</u>	<u>23,595</u>	<u>26,839</u>
At 31 March 2022	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Other debtors	7,600	-
Prepayments	17,993	2,925
	<u>25,593</u>	<u>2,925</u>

DIVERSITY HOUSE LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Bank loans and overdrafts (see note 15)	-	61,043
Trade creditors	19,520	1,196
Accrued expenses	3,730	120
	<u>23,250</u>	<u>62,359</u>

15. LOANS

An analysis of the maturity of loans is given below:

	2023 £	2022 £
Amounts falling due within one year on demand:		
Bank overdrafts	-	61,043
	<u>-</u>	<u>61,043</u>

16. MOVEMENT IN FUNDS

	At 1/4/22 £	Net movement in funds £	At 31/3/23 £
Unrestricted funds			
General fund	96,810	(14,042)	82,768
Restricted funds			
Restricted fund	(61,043)	255,478	194,435
TOTAL FUNDS	<u>35,767</u>	<u>241,436</u>	<u>277,203</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	31,615	(45,657)	(14,042)
Restricted funds			
Restricted fund	620,115	(364,637)	255,478
TOTAL FUNDS	<u>651,730</u>	<u>(410,294)</u>	<u>241,436</u>

DIVERSITY HOUSE LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023**

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	At 31/3/22 £
Unrestricted funds			
General fund	53,745	43,065	96,810
Restricted funds			
Restricted fund	50,421	(111,464)	(61,043)
TOTAL FUNDS	<u>104,166</u>	<u>(68,399)</u>	<u>35,767</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	43,309	(244)	43,065
Restricted funds			
Restricted fund	99,797	(211,261)	(111,464)
TOTAL FUNDS	<u>143,106</u>	<u>(211,505)</u>	<u>(68,399)</u>

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

	At 1/4/21 £	Net movement in funds £	At 31/3/23 £
Unrestricted funds			
General fund	53,745	29,023	82,768
Restricted funds			
Restricted fund	50,421	144,014	194,435
TOTAL FUNDS	<u>104,166</u>	<u>173,037</u>	<u>277,203</u>

DIVERSITY HOUSE LIMITED**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023****16. 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	74,924	(45,901)	29,023
Restricted funds			
Restricted fund	719,912	(575,898)	144,014
TOTAL FUNDS	<u>794,836</u>	<u>(621,799)</u>	<u>173,037</u>

17. RELATED PARTY DISCLOSURES

Ashleigh Locke and Gabriella Locke, relatives of Christine Locke and Pat Locke who are trustees, were employed during the year by the charity.

DIVERSITY HOUSE LIMITED

England & Wales - Charity number 1122960

Accounts

Diversity House Limited
(Centre for Innovation & Development)



ANNUAL REPORT
2021/2022

Email: info@diversityhouse.org.uk
Website: www.diversityhouse.org.uk

Tel: 01795420455
ISP House, Church St.,
Sittingbourne ME10 3EG



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DIVERSITY HOUSE EQUALITY, DIVERSITY & INCLUSION STATEMENT.

Diversity House is committed to promoting equality, valuing diversity; being fair and inclusive in all our work as; a charity that tackles social inequalities; a service provider and an employer; treating our stakeholders, service users, and staff (paid and unpaid) with dignity and respect and therefore ensuring that the equality duties are being met. We aim to build equality, diversity, and inclusion (EDI) into everything we do.

Diversity House believes EDI promotion is vital in combating injustice against those with protected characteristics under the Equality Act 2010. It is illegal and unfair for a person to experience a disadvantage based on a protected characteristic; all our staff and stakeholders are entitled to expect that they will be treated fairly. Diversity House strives to be a more inclusive workplace since non-discriminatory businesses operate more effectively and get the most significant rewards.

By utilising an intersectional approach in all interventions, we will continue to be a fully inclusive service where diversity is welcomed, respected, and treasured.

As an Equality and Human Rights Champion, we require all our partners and collaborators to comply with equalities legislation and actively promote Equality, Diversity, and Inclusion (EDI).

Aims

- To ensure equality of opportunity and outcome
- To promote an inclusive culture
- To secure freedom from discrimination based on gender, sexual orientation, culture, race, faith, belief, physical, sensory, or learning disability, mental or physical health, age, social or marital status, gender reassignment, pregnancy, and maternity.
- To ensure that no individuals or groups are denied access to services
- To promote diversity within a safe environment for all potential and current service users and staff in both service delivery and employment practice
- To identify factors and barriers which may result in prospective or actual service users being disadvantaged either directly or indirectly
- To take measures to compensate for these factors and remove barriers

- To continue to tackle discrimination by providing accessible services and creating inclusive support environments
- To include assertive community outreach as part of our delivery approach, ensuring that those living in rural areas or unable to reach us are targeted and supported

THE CHAIRPERSON'S STATEMENT

"I am pleased to confirm that Diversity House Limited supports the ten principles of the UN Compact concerning human rights, labour, environment, and anti-corruption. With this commitment, we express our intent to advance these principles within our sphere of influence and communicate it to our stakeholders.

We also pledge to take part in the activities of the UN Global Compact where appropriate and feasible - through, for instance, participation in Local Networks, involvement in specialised initiatives and workstreams, engagement in partnership projects, and reviewing and providing commentary to participating companies on their communication on progress".



Christine Locke
CEO
Diversity House signatory to the UN Global Compact



CHIEF EXECUTIVE'S INTRODUCTION

OUR ORGANISATION



The global pandemic-related volatility and upheaval of the previous year prompted our charity to scramble to implement initiatives to mitigate the virus's effects and create recovery strategies. Covid-19 severely disrupted our plans for the year. Despite the turmoil of the previous year, it was a good time for creativity and innovation. By this, I mean that although our charity was forced to leave the building it had occupied for fourteen years, we were able to turn the situation around by finding a new home that we renovated and is now the hub for innovation and development.

I'll provide a brief summary of our charity's work during this reporting year. This is because the charity and I have been very busy delivering a significant Government-funded initiative called UK Community Renewal Fund, which has left us with little time to provide our customary complex and in-depth end-of-year report. This does not imply, however, that our activities during the specified year were not perfectly and painstakingly documented.

During the reporting year, we carried out ten initiatives, and this report summarises several of the outstanding results. Our work as the National Census Support Center for Swale was one of these efforts. We went above and beyond to ensure that our communities filled out their census forms, and as a result, the charity and our CEO were recognised by the Office of National Statistics. Another significant accomplishment of the organisation was its zeal in conducting a three-country study with partners from Berlin and Belgium to examine how COVID-19 was perceived and experienced by BAME women in the UK, Germany, and Belgium. The study helped us and our collaborators develop interventions that increased the population's pandemic resilience.

In closing, let me express my admiration for our extraordinary team's professionalism, dedication, and tenacity. Our staff went beyond what was necessary, and the difficulties posed by the epidemic and creating strategies for the

recovery phase brought out the best in our personnel. This includes volunteers who have persisted in assisting us by delivering food hampers, making house calls, offering counseling, making friends, promoting good health, and other services. The board is immensely proud of how it handled the turbulent year and its ongoing adherence to Charity's core principles.

OUR CULTURE

Last year, we continued our journey on organisational culture. Diversity House is built on an unrelenting ambition to promote community integration, reintegration, inclusion, and cohesion. Our vision is to live in an equitable society. However, this ambition must be harnessed into a culture of kindness, respect, and support for staff, collaborators and service users.

Highlights from our Year

Find out about our resources and how we have engaged and supported people in 2021-2022

The various projects and interventions delivered this reporting period were:

- a) COVID Food - winter top up
- b) Multicultural food boxes
- c) Resilience
- d) Keeping active - cycling project
- e) Gender project - SWAG
- f) Resilience project for BAME elders
- g) Census support
- h) Digital inclusion (laptops and accessories) by Good Things Foundation
- i) 1920's weekend - heritage and community integration project
- j) KCF core support

We engaged 1452 people through the above interventions, and the information below illustrates what happened.

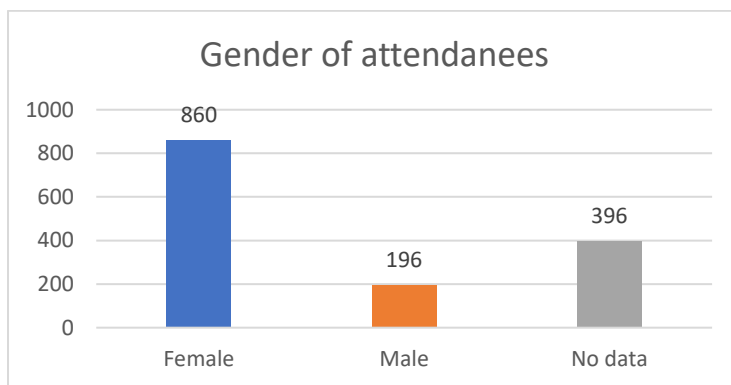
Helping hand:



We had 1452 engagements during this reporting period and spent 5036:22 people hours delivering interventions.

Gender of the participants:

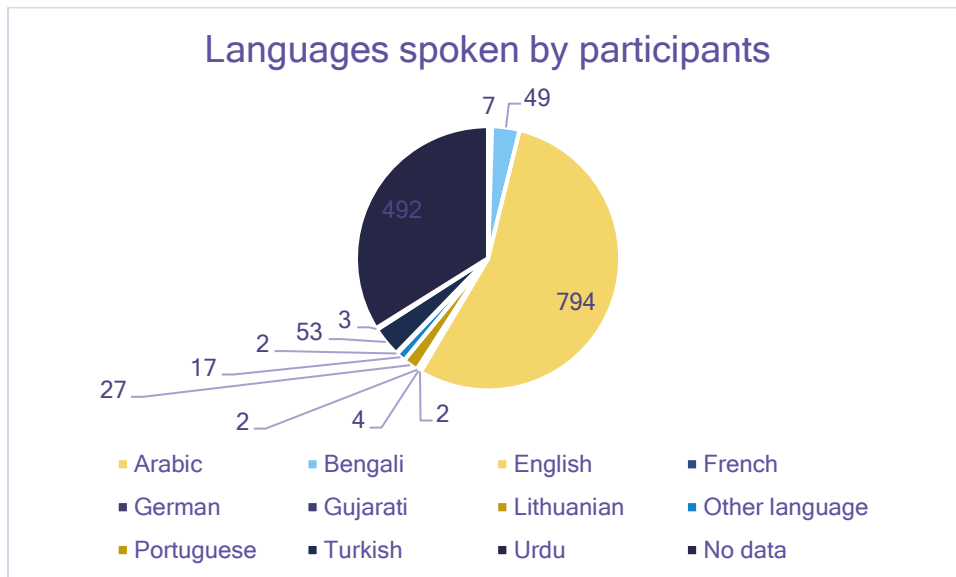
Eight hundred sixty (860) of our participants were females, 196 were males, and the remaining 396 participants preferred not to divulge their gender.



Ethnicity	Number of participants
Any other Black/African/Caribbean background	29
Any other ethnic group	32
Any other Mixed/Multiple ethnic backgrounds	1
Any other White background	24
Arab	1
Asian - Asian British	72
Asian/Asian - Asian	45
Black/ Caribbean/ African - Black British	396
European	49
Mixed - White and Black African	25
Mixed/Multiple ethnic groups - White and Asian	2
No data	437
White - English/ Welsh/ Scottish/ Irish/ British	339
Total	1452

Languages of those supported during the year under review

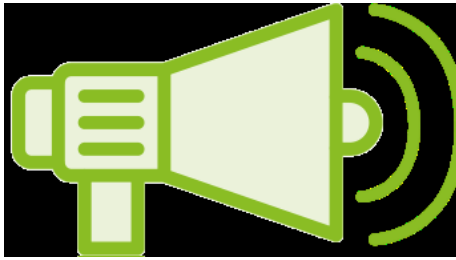
Several people from different backgrounds and diverse languages received support from the charity. The chart below depicts the languages spoken:



Migration Status\:

Immigration status	Number of attendances
Asylum seeker awaiting decision	4
Discretionary leave to remain	3
EEA National currently working	2
EEA National receiving welfare benefits	20
Husband/Wife sponsorship	6
Indefinite leave to remain	12
UK National	617
Work visa	5
No data	783

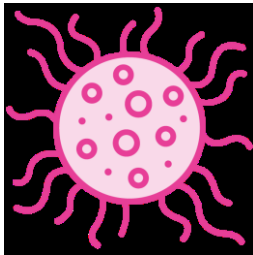
Listening and supporting:



We switched to a more hybrid method of service delivery this year. We paid attention to the 1452 people who participated in our interventions; everybody got support and advice when needed.

Among those service users, 190 participated in virtual support and socialisation, while 212 made contact over the phone and via email.

Beyond the pandemic:



To reunite our communities and help them begin their recovery from the epidemic, we received support from Kent County Council. Swale Borough Council soon began funding our initiatives with the COVID - Winter Food Top Up award. Diversity House was able to carry on with the multicultural food boxes it started at the beginning of the pandemic.



Morrisons' sense of community is another thing we owe them.

Morrisons has consistently donated food goods, school supplies, and other household essentials to our nonprofit.

These contributions have helped us significantly to continue aiding individuals in our communities who need our assistance.

Soldiers of love



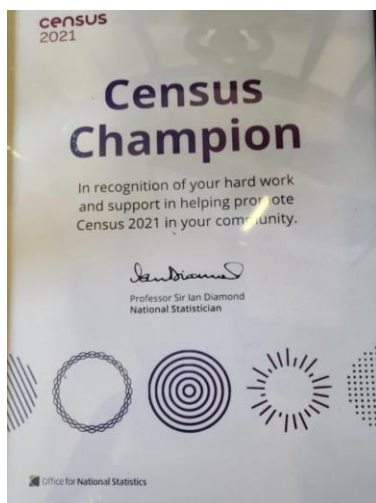
One hundred and nine volunteers

helped us by loaning us spaces to store food boxes, packaging and delivering food boxes, door knocking, and organising events. The volunteers helped us relocate to our current base and were involved in refurbishing our center.

The National Census:



We hired four new employees to assist with setting up the census support center. These employees ensured that we not only helped center patrons fill out their census forms, but also actively worked with the ONS office to pinpoint the Swale areas that needed to be focused on for the census's completion. Our organisation and the CEO received the title of "census champion" in recognition of our efforts to assist the residents of Swale in completing the survey.



Evidence-based knowledge



191 BAME women were interviewed on their experiences of COVID-19

Three-country collaborative research with partners from Germany, Belgium, and the UK

Testimonial

Good morning Christine I hope you are well and receive this message

I wanted to thank you so much for taking up my case for heating oil during this protracted cold period

I heard today (Thursday 11th) that Swale Borough Council had purchased 500 litres of oil for me which will be delivered shortly

You were the only person with the knowledge and courage to take this forward for me and I am eternally grateful

I have written to the Universal Credit Service Centre putting the case across very strongly for the inclusion of the one million plus oil users across the UK I do not see why a voucher cannot be issued to be spent with a supplier like gas and electricity it is discriminating against people like me who do not have a choice and have fallen on hard times

I have also put this in writing to the local authority and MP I think we all have a responsibility to each other during these odd times.

Thank you again Christine stay safe keep well.

Regards

[Redacted signature]

Operating Headquarters:



We diligently renovated our center in the year under review, adding a cutting-edge digital suite, a sewing studio, a library, and a training room to ensure it truly serves as a hub for innovation and development as well as the heart and ear of our communities.

Health & Wellbeing/Health Literacy and Promotion:



227 people out of 1452 engaged in emotional support and workshops;
30



People engaged learnt to cycle, they engaged
in weekly cycling and received their own bikes.

Looking Ahead

"I am confident that we are coming from a position of strength. We know the world will not go backwards, so instead of preparing for 'recovery', we are working towards a 'resurgence'".

Diversity House has weathered the severe and choppy waters caused by the pandemic and its aftermaths. The ability to adapt, be flexible, learn new things and apply our core strengths all go hand in hand. Moreover, the different programs we have established to reinforce the resilience of our communities have already begun to bear fruit. We will pursue these to continue bolstering our charity's ability to adapt and be resilient.

Also, we can see and feel the great opportunities such as a significant blow, like the COVID-19 pandemic, continued economic downturn, and people's apathy can have on our daily operation as a charity. Diversity House chooses to look and grab the opportunities the global pandemic and the roots of recovery offer. Working behind the scenes, we have polished our consultancy skills, forging learning alliances with our academic partners and published research articles, and formed closer relationships with local businesses, health and social care services, NGOs, and individuals to upskill and upscale our charity, making it ready for a 'center for innovation, development, and empowerment in Kent and outside of the county. We have become digitally savvy this year, and the COVID-19 pandemic and its aftermaths have accelerated this development. We have picked up the pace and will continue to power ahead - with digital topics, digital solutions, digital products, remote services, and web-based communication formats that will take Diversity House and our service users into the future. Furthermore, perhaps this has pushed us to deploy digital methods in our charity consistently. To this end, we announce that we are embarking on a digital inclusion journey and taking our whole community with us through our installed digital studios, which are now fully operational.

Stay safe.

Sincerely,



Christine Locke

CEO

12/01/2023

Diversity House Limited

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Diversity House Limited

Reference and Administrative Details

Chief Executive Officer

Christine Locke

Trustees

Mr Tunde Jotham

Christine Locke

Patrick Locke

Mrs Gloria Blessing Opara

Mr Steve Davey

Senior Management Team

Abtax CA Limited, Reporting Accountant

Principal Office

ISP House
Church Street
Sittingbourne
Kent
ME10 3EG

Charity Registration Number

1122960

Bankers

HSBC
Sittingbourne
115 High Street
Sittingbourne
Kent
ME10 4AL

Independent Examiner

Lydens Accountant
53 West Street
Sittingbourne
Kent
ME10 1AN

Accountants

Abtax CA Limited
Accountant
The Joiner shop
The Historic Dockyard
Main Gate Road
Chatham
England
ME4 4TZ

Diversity House Limited

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2022.

Objectives and activities

Objects and aims

Our charity's purposes, as set out in the objects contained in the Company's memorandum of association - are established for the benefit of disadvantaged communities, particularly those with a minority ethnic background in Kent, but not excluding others. The charity's objectives are:

- To promote community integration, inclusion, and cohesion in Swale and Kent.
- The advancement of education and training.
- The relief of need by the provision of advice, assistance, information, and 'drop-in services; the promotion of equality and diversity

Our charity aims to reduce social inequalities in Kent due to the socially constructed factors of gender, race/ethnicity, disability, culture, religion and beliefs, and others. This can be achieved by advancing education, raising awareness of equality and diversity, and promoting activities to foster cultural understanding between people from diverse backgrounds.

To ensure our work delivers our aims, we review our aims, objectives, and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The report highlights the success of each critical activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives, and activities remain focused on our stated purposes. We have referred to the charity Commission's general guidance on public benefit when reviewing our aims and objectives and planning our future activities. In particular, the trustees consider how planned activities will contribute to their aims and objectives.

Objectives, strategies, and activities

The focus of our work.

Our main objectives for the year continued to be the promotion of equality, diversity, inclusion, and the reduction of disadvantages. The strategies we used to meet these objectives included:

- Provision of a range of services that reflect relevant quality standards and address the potential problems related to social inequalities.
- Reduction of poor access to community resources and disengagement, thereby addressing discrimination and people feeling at the edge of their communities.
- Applying the Equality Act of 2010 and the ten principles of the United Nations Global Compact concerning human rights, labour, environment, and anti-corruption.
- Working in partnership with other agencies to ensure that the most comprehensive ranges of services are available that best matches the needs of our service users.

Diversity House Limited

Trustees' Report

Fundraising disclosures

During the period under review, time was spent on fundraising activities. To put in an excellent case to funding bodies why particular projects should be funded, the Project Lead, the primary bid writer, spent approximately 800 hours in both desktop and primary research, gathering evidence of need and conducting gap analyses. During this period, a bid was put to the Heritage Lottery Fund for a grant through "our heritage" funding stream for a heritage recovery project. Another proposal for continuation funding for a previously BLF-funded project - the Swale Women Empowering Women project was put in after several months of consultation with women and girls in Swale. Another crucial initiative that funding was sought for was a project for BAME seniors. A proposal was made to the Independent Age Grant Fund to support BAME senior citizens through the pandemic. Other funders of our projects are outlined on section 12 of this report outlining funds (restricted and unrestricted).

Also, within this period, funding was sought and received from the following funders:

- Members grants
- Kent Community Foundation
- Kent County Council
- Culture and heritage grants from Swale Borough Council

Public benefit

Given the policies and objectives of the charity, as stated above, the Trustees report on the aspects of its activities which encapsulates 'public benefit'. To actualise our vision as stipulated earlier, Diversity House offers the following services, summarised below:

- Information, Advice, and Guidance (IAG)
- Culture and heritage
- Mentoring and Coaching
- Education and Training
- Drop-in-services
- Diversity House Youth Club
- Gender-specific project
- Community cohesion programs
- Health education
- Health promotion
- Community engagement
- Social networking events
- Volunteering
- Business briefing
- Employability program
- Knowledge exchange
- Cultural competency for practitioners
- Work placements
- Group session
- Consultancy
- Fundraising

- Support

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Diversity House Limited

Trustees' Report

Financial review

Funds in deficit

There was no deficit in the year.

Principal funding sources

The principal funding sources are Big Lottery Fund, Heritage Lottery Fund, other government agencies, and local authorities

Structure, governance, and management

Nature of governing document

The charity is controlled by its governing documents, a deed of trust and constitutes a limited company, limited by guarantee as defined by the Companies Act 2006

Recruitment and appointment of trustees

When new or additional trustees are required, then beneficiaries and client organisations are invited to submit nominations, and subject to their compliance with the Memorandum and Articles of Association, the governing body of trustees for election considers them.

Induction and training of trustees

We have instituted policy or procedure for the training of trustees and, within the period under review, have carried out a trustee skills audit to identify what skills our trustees have and what additional skills are required to run the charity successfully.

Organisational structure

The board of trustees meets regularly as an entire board. There is also a standing committee comprised of honorary officers. The Director / Manager of Diversity house makes recommendations to the board of trustees and monitors operational activities. Staff and Volunteers of the Charity have delegated authority to carry out day-to-day work within policies agreed upon by the board. Financial standing orders give the necessary authorisation of different amounts.

Significant risks and management of those risks

Risk Management

Assurance against Fraud and error

The trustees have to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against Fraud and error.

Financial instruments

Objectives and policies

The charity's activities expose it to financial risks, including credit, cash flow, and liquidity risks. Financial derivatives are governed by the charity's policies approved by the board of trustees, which provide written principles on using financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Diversity House Limited

Trustees' Report

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange and interest rates. The charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.

Interest-bearing assets and liabilities are held at a fixed rates to ensure certainty of cash flows.

Credit risk

The charity's principal financial assets are bank balances, cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. A budget for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit ratings assigned by international credit-rating agencies. The charity has no significant concentration of credit risk, with exposure spread over many counterparties and customers.

Liquidity risk

To maintain liquidity and ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance. Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

The annual report was approved by the trustees of the charity on and signed on its behalf by:



.....
Christine Locke
Chief Executive Officer and Trustee

Diversity House Limited

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of Fraud and other irregularities.



.....
Christine Locke
Chief Executive Officer and Trustee

Diversity House Limited

Independent Examiner's Report to the trustees of Diversity House Limited

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of Diversity House Limited you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

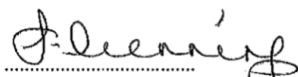
I report in respect of my examination of the Diversity House Limited's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of Diversity House Limited as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



53 West Street
Sittingbourne
Kent
ME10 1AN

Date: 05/01/2023

Diversity House Limited

Statement of Financial Activities for the Year Ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies		43,298	99,796	143,094
Investment income	3	11	-	11
Total income		43,309	99,796	143,105
Expenditure on:				
Raising funds		-	(64,899)	(64,899)
Charitable activities		(244)	(146,362)	(146,606)
Total expenditure		(244)	(211,261)	(211,505)
Net income/(expenditure)		43,065	(111,465)	(68,400)
Net movement in funds		43,065	(111,465)	(68,400)
Reconciliation of funds				
Total funds brought forward		53,745	50,421	104,166
Total funds carried forward	12	96,810	(61,044)	35,766
	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations and legacies		32,376	107,237	139,613
Investment income	3	98	-	98
Total income		32,474	107,237	139,711
Expenditure on:				
Raising funds		-	(46,602)	(46,602)
Charitable activities		(2,381)	(111,002)	(113,383)
Total expenditure		(2,381)	(157,604)	(159,985)
Net income/(expenditure)		30,093	(50,367)	(20,274)
Net movement in funds		30,093	(50,367)	(20,274)
Reconciliation of funds				
Total funds brought forward		23,680	100,788	124,468
Total funds carried forward	12	53,773	50,421	104,194

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 12.

The notes on pages 10 to 18 form an integral part of these financial statements.

Diversity House Limited
(Registration number: 1122960)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Current assets			
Debtors	9	2,925	-
Cash at bank and in hand	10	96,930	116,102
		99,855	116,102
Creditors: Amounts falling due within one year	11	(64,089)	(11,908)
Net assets		35,766	104,194
Funds of the charity:			
Restricted income funds			
Restricted funds		(61,044)	50,421
Unrestricted income funds			
Unrestricted funds		96,810	53,773
Total funds	12	35,766	104,194

The financial statements on pages 9 to 19 were approved by the trustees, and authorised for issue on
and signed on their behalf by:



.....
Christine Locke
Chief Executive Officer and Trustee

Diversity House Limited

Diversity House Limited

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

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Diversity House Limited meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Grants receivable

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

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Diversity House Limited

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

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Depreciation and amortisation

Asset class	Depreciation method and rate
Plant and machinery	20% Straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Diversity House Limited

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

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument. Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Diversity House Limited

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

Debt instruments

Debt instruments which meet the following conditions are subsequently measured at amortised cost using the effective interest method:

(a) The contractual return to the holder is (i) a fixed amount; (ii) a positive fixed rate or a positive variable rate; or (iii) a combination of a positive or a negative fixed rate and a positive variable rate.

(b) The contract may provide for repayments of the principal or the return to the holder (but not both) to be linked to a single relevant observable index of general price inflation of the currency in which the debt instrument is denominated, provided such links are not leveraged.

(c) The contract may provide for a determinable variation of the return to the holder during the life of the instrument, provided that (i) the new rate satisfies condition (a) and the variation is not contingent on future events other than (1) a change of a contractual variable rate; (2) to protect the holder against credit deterioration of the issuer; (3) changes in levies applied by a central bank or arising from changes in relevant taxation or law; or (ii) the new rate is a market rate of interest and satisfies condition (a).

(d) There is no contractual provision that could, by its terms, result in the holder losing the principal amount or any interest attributable to the current period or prior periods.

(e) Contractual provisions that permit the issuer to prepay a debt instrument or entitle the holder to put it back to the issuer before maturity are not contingent on future events other than to protect the holder against the credit deterioration of the issuer or a change in control of the issuer, or to protect the holder or issuer against changes in levies applied by a central bank or arising from changes in relevant taxation or law.

(f) Contractual provisions may permit the extension of the term of the debt instrument, provided that the return to the holder and any other contractual provisions applicable during the extended term satisfy the conditions of paragraphs (a) to (c).

Debt instruments that are classified as payable or receivable within one year on initial recognition and which meet the above conditions are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

With the exception of some hedging instruments, other debt instruments not meeting these conditions are measured at fair value through profit or loss.

Commitments to make and receive loans which meet the conditions mentioned above are measured at cost (which may be nil) less impairment.

Investments

Investments in non-convertible preference shares and non-puttable ordinary or preference shares (where shares are publicly traded or their fair value is reliably measurable) are measured at fair value through profit or loss. Where fair value cannot be measured reliably, investments are measured at cost less impairment.

Investments in subsidiaries and associates are measured at cost less impairment. For investments in subsidiaries acquired for consideration including the issue of shares qualifying for merger relief, cost is measured by reference to the nominal value of the shares issued plus fair value of other consideration. Any premium is ignored.

Diversity House Limited

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

Derivative financial instruments

The charity uses derivative financial instruments to reduce exposure to foreign exchange risk and interest rate movements. The charity does not hold or issue derivative financial instruments for speculative purposes.

Derivatives are initially recognised at fair value at the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The resulting gain or loss is recognised in statement of financial activities immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in statement of financial activities depends on the nature of the hedge relationship.

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Grants, including capital grants; Grants from other charities	43,298	99,796	143,094
Total for 2022	43,298	99,796	143,094
Total for 2021	32,376	107,237	139,613

3 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income; Interest receivable on bank deposits	11	11
Total for 2022	11	11
Total for 2021	98	98

Diversity House Limited

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

4 Analysis of governance and support costs

Charitable activities expenditure

Basis of allocation	Unrestricted funds General £	Restricted funds £	Total 2022 £
Rent and Insurance	-	(15,927)	(15,927)
Office and General Expenses	-	(44,933)	(44,933)
Salaries NI & Pension	-	(50,550)	(50,550)
Consultancy & advice (incl, Evaluation)	-	(4,039)	(4,039)
General Running Expenses	(124)	(61,443)	(61,567)
Sessional Workers	-	(32,404)	(32,404)
Volunteers Expenses	-	(966)	(966)
	<u>(124)</u>	<u>(210,262)</u>	<u>(210,386)</u>

Basis of allocation	Unrestricted funds General £	Restricted funds £	Total 2021 £
Rent and Insurance	-	(22,821)	(22,821)
Office and General Expenses	(659)	(13,546)	(14,205)
Salaries NI & Pension	-	(52,262)	(52,262)
Consultancy & advice (incl, Evaluation)	(3,214)	(10,235)	(13,449)
General Running Expenses	1,692	(41,550)	(39,858)
Publicity and Promotion	-	(150)	(150)
Sessional Workers	(80)	(4,164)	(4,244)
Training (Staff)	-	(3,160)	(3,160)
Travel (Staff)	-	(7,417)	(7,417)
Volunteers Expenses	-	(2,300)	(2,300)
Independent Examiner	(120)	-	(120)
	<u>(2,381)</u>	<u>(157,605)</u>	<u>(159,986)</u>

5 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

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

6 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	50,550	52,262

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2022 No	2021 No
Average Number of Employees	4	4

No employee received emoluments of more than £60,000 during the year

7 Independent examiner's remuneration

	2022 £	2021 £
Other fees to examiners		
The examining of accounts of any associate of the charity	120	120

8 Taxation

The charity is a registered charity and is therefore exempt from taxation.

9 Debtors

	2022 £
Prepayments	2,925

10 Cash and cash equivalents

	2022 £	2021 £
Cash on hand	96,930	116,102
Bank overdrafts	(62,772)	-
Cash and cash equivalents in statement of cash flows	34,158	116,102

Diversity House Limited

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

11 Creditors: amounts falling due within one year

	2022 £	2021 £
Bank overdrafts	62,772	-
Trade creditors	1,196	9,538
Other creditors	1	-
Accruals	120	2,370
	64,089	11,908

12 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Unrestricted funds				
General	53,745	43,309	(244)	96,810
Restricted funds	-	99,667	(160,711)	(61,044)
Total funds	53,745	142,976	(160,955)	35,766

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
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Unrestricted funds

General

General Funds	53,773	43,309	(124)	-	96,958
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Restricted funds

Swale BAME Legacy of Resilience	7,692	-	(7,692)	-	-
Swale BAME Shake your body	750	-	(750)	-	-
Covid Food - Winter Food Top Up	6,681	4,070	(10,751)	-	-
Swale Cultural Food Boxes	23,000	-	(23,000)	-	-
KCF Core Support	(73)	12,000	(10,383)	-	1,544
Good Things Foundation	4,267	3,943	(8,210)	-	-
SBC 1920's weekend	1,223	100	(1,323)	-	-
Other restricted donations	5,133	-	3,962	1,750	10,845
Big Lottery Fund (SWAG)	1,900	-	-	(1,900)	-
Independent Age (BAME resilience)	1	-	-	(1)	-
KCF - Covid Resilience	(6)	-	-	6	-

Diversity House Limited

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

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
KCC BAME Shake your Body	(78)	-	-	78	-
KCF - Covid Emergency Fund	(98)	-	-	98	-
NLCF - Swale BAME Beyond Covid	3	-	-	(3)	-
SBC - Defra Emergency Fund	29	-	-	(29)	-
Heritage Lottery Fund	-	29,200	(29,200)	-	-
Linda Hogan Community	-	500	(500)	-	-
Swale Great Big Green Week	-	500	(500)	-	-
Swale CVS - Sexual Health Focus Group	-	483	(483)	-	-
SBC - Self Isolation Support	-	20,000	(20,000)	-	-
KCC - Kent Sports Org	-	8,000	(8,000)	-	-
Great Big Green	-	500	(500)	-	-
KCC - Community Venues & Space	-	9,000	(3,139)	-	5,861
Diversity House Centre For Innovation	-	-	(84,215)	-	(84,215)
Self Isolation Support	-	5,000	(5,000)	-	-
SWAG Sewing Box Cafe	-	4,500	(578)	-	3,922
Bouncing Back	-	2,000	-	-	2,000
Total restricted funds	50,424	99,796	(210,262)	(1)	(60,043)
Total funds	104,197	143,105	(210,386)	(1)	36,915
	Balance at 1 April 2020 £	Incoming resources £	Resources expended £		Balance at 31 March 2021 £
Unrestricted funds					
General	23,680		32,474	(2,381)	53,773
Restricted funds	-		155,763	(105,342)	50,421
Total funds	23,680		188,237	(107,723)	104,194

Diversity House Limited

Statement of Financial Activities by fund for the year Ended 31 March 2022

	Total Unrestricted Funds 2022 £	Total Unrestricted Funds 2021 £
Income and Endowments from:		
Donations and legacies	43,298	32,376
Investment income	11	98
Total income	43,309	32,474
Expenditure on:		
Charitable activities	(244)	(2,381)
Total expenditure	(244)	(2,381)
Net income	43,065	30,093
Net movement in funds	43,065	30,093
Reconciliation of funds		
Total funds brought forward	53,745	23,680
Total funds carried forward	96,810	53,773

Diversity House Limited

Statement of Financial Activities by fund for the year Ended 31 March 2022

	Total Restricted Funds 2022 £	Total Restricted Funds 2021 £
Income and Endowments from:		
Donations and legacies	99,796	107,237
Total income	99,796	107,237
Expenditure on:		
Raising funds	(64,899)	(46,602)
Charitable activities	(146,362)	(111,002)
Total expenditure	(211,261)	(157,604)
Net expenditure	(111,465)	(50,367)
Net movement in funds	(111,465)	(50,367)
Reconciliation of funds		
Total funds brought forward	50,421	100,788
Total funds carried forward	(61,044)	50,421

Diversity House Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2022

	Total 2022 £	Total 2021 £
Income and Endowments from:		
Donations and legacies (analysed below)	143,094	139,613
Investment income (analysed below)	11	98
Total income	143,105	139,711
Expenditure on:		
Raising funds (analysed below)	(64,899)	(46,602)
Charitable activities (analysed below)	(146,606)	(113,383)
Total expenditure	(211,505)	(159,985)
Net expenditure	(68,400)	(20,274)
Net movement in funds	(68,400)	(20,274)
Reconciliation of funds		
Total funds brought forward	104,166	124,468
Total funds carried forward	35,766	104,194
	2022	
	Restricted funds £	Total £
Income and Endowments from:		
Donations and legacies (analysed below)	99,796	143,094
Investment income (analysed below)	-	11
Total income	99,796	143,105
Expenditure on:		
Raising funds (analysed below)	(64,899)	(64,899)
Charitable activities (analysed below)	(146,362)	(146,606)
Total expenditure	(211,261)	(211,505)
Net expenditure	(111,465)	(68,400)
Net movement in funds	(111,465)	(68,400)
Reconciliation of funds		
Total funds brought forward	50,421	104,166
Total funds carried forward	(61,044)	35,766

DIVERSITY HOUSE LIMITED

England & Wales - Charity number 1122960

Accounts



Diversity House Limited



ANNUAL REPORT 2020/2021 – CEO STATEMENT

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DIVERSITY HOUSE EQUALITY, DIVERSITY & INCLUSION STATEMENT.

Diversity House is committed to promoting equality, valuing diversity; being fair and inclusive in all our work as; a charity that tackles social inequalities; a service provider and as an employer; treating our stakeholders, service users and staff (paid and unpaid) with dignity and respect and therefore ensuring that the equality duties are being met. Our precise aim is to build equality, diversity, and inclusion (EDI) into everything we do.

Diversity House believes that EDI promotion is vital in combating injustice against those who share protected characteristics under the Equality Act 2010. It is illegal and unfair for a person to experience a disadvantage based on a protected characteristic; all our staff and stakeholders are entitled to expect that they will be treated fairly. Diversity House aims to be a more inclusive workplace because organisations free from discrimination can work more efficiently and achieve the most significant benefits.

We will continue to be a wholly inclusive service where differences are encouraged, respected, and valued. As an Equality and Human Rights Champion, we require all our partners and collaborators to comply with equalities legislation and actively promote Equality, Diversity, and Inclusion (EDI).

Aims

- To ensure equality of opportunity and outcome
- To promote an inclusive culture
- To secure freedom from discrimination on the grounds of gender, sexual orientation, culture, race, faith, belief, physical, sensory, or learning disability, mental or physical health, age, social or marital status, gender reassignment, pregnancy and maternity.
- To ensure that no individuals or groups are denied access to services
- To promote diversity within a safe environment for all potential and current service users and staff, in both service delivery and employment practice
- To identify factors and barriers which may result in prospective or actual service users being disadvantaged either directly or indirectly
- To take measures to compensate for these factors and remove barriers

- To continue to tackle discrimination by providing accessible services and creating inclusive support environments
- To include assertive community outreach as part of our delivery approach, ensuring that those living in rural areas or unable to reach us are targeted and supported

THE CHAIRPERSON'S STATEMENT

"I am pleased to confirm that Diversity House Limited supports the ten principles of the UN

Compact concerning human rights, labour, environment, and anti-corruption. With this

commitment, we express our intent to advance these principles within our sphere of influence

and will make a clear statement of this commitment to our stakeholders and the public.

We also pledge to take part in the activities of the UN Global Compact where appropriate and

feasible - through, for instance, participation in Local Networks involvement in specialised

initiatives and workstreams; engagement in partnership projects; and reviewing and providing

commentary to participating companies on their communication on progress".



Christine Locke
CEO

Diversity House signatory to the UN Global Compact



CHIEF EXECUTIVE'S INTRODUCTION

OUR ORGANISATION



The past year has been a period of turbulence and upheaval, a situation caused by the global pandemic. Covid-19 severely disrupted our plans for the year. At the height of the lockdown due to the COVID-19, We were forced by Kent County Council to vacate the premises that we called home since the inception of our Charity in 2007. Lockdown meant that most of our staff had to transition working from home.

Also, with no offices to operate from, we were forced to set up a makeshift office at my home studio whilst turning my conservatory into a food bank; it was business as usual.

Despite everything, we achieved some extraordinary results - many of which are documented in this report. For that, I want to pay tribute to our extraordinary people's professionalism, commitment, and resolve. They went way beyond the call of duty.

The challenges presented by the pandemic have brought out the best in our colleagues, who are working to help vulnerable individuals and their families in their hour of need. This includes volunteers who have continued to support our services by delivering food parcels, home visits, counselling, and befriending. The board is incredibly proud of their response to the crisis and their enduring commitment to Charity's values.

OUR CULTURE

Last year, we continued our journey on organisational culture. Diversity House is built on an unrelenting ambition for promoting community integration, reintegration, inclusion, and cohesion. Our vision is to live in an equitable society. However, this ambition must be harnessed to a culture of kindness, respect and support for staff and service users.

Highlights from our Year

Find out about our resources and how we have engaged and supported people in 2020 21.

Listening and supporting.

This year



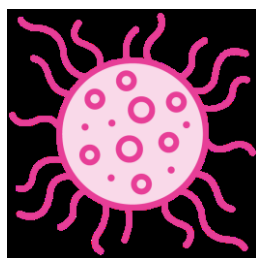
Information, advice, guidance, and advocacy =

1567

Virtual & in person socialization = 1379

Telephone & email contacts = 212

Responding to the pandemic



We engaged with and supported

2,783

people during the COVID-19 pandemic this year

spent 8, 752.06 people hours on service delivery

Soldiers of love



One hundred sixty-six volunteers

helped us to carry out our work.

Weekly home visitations = 195

We employed four new staff

To help ready the census support centre

Evidence-based knowledge



191 BAME women were interviewed on their experiences of COVID-19

Three-country collaborative research with partners from Germany, Belgium, and the UK

Operating Headquarters



December 2020, we moved to our new offices

"I am confident that we are coming from a position of strength. We know the world will not go backwards, so instead of preparing for 'recovery', we are working towards a 'resurgence'".

Looking Ahead

Diversity House has weathered the stormy and choppy waters caused by the pandemic very well. The ability to adapt, be flexible, learn new things and apply your core strengths all go hand. Moreover, the different programs we have established to reinforce the resilience of our communities have already begun to bear fruit. We will pursue these to continue bolstering our Charity's ability to adapt and be resilient.

Moreover, we can see and feel the great opportunities that such a significant blow like the COVID-19 pandemic can have on our daily operation as a charity. Diversity House chooses to look and grab the opportunities offered by the global pandemic. Working behind the scenes, we have polished our consultancy skills, forging learning alliances with academic, business, health and social care services, NGOs, and individuals to upskill and upscale our Charity, making it ready for a 'centre for innovation, development and empowerment in Kent and outside of the county. In this year, we have become digitally savvy. The COVID-19 pandemic has accelerated this development.

We have certainly picked up the pace and will continue to power ahead - with digital topics, digital solutions, digital products, remote services, and web-based communication formats that will take Diversity House and our service users into the future. Furthermore, perhaps this has given us the push we needed to deploy digital methods in our Charity consistently. To this end, we announce to you that we are embarking on a digital inclusion journey and taking our whole community with us through our planned digital studios, which will be operational in the new year.

Stay safe.

Sincerely,

A handwritten signature in black ink, appearing to read 'Christine Locke', with a stylized, cursive script.

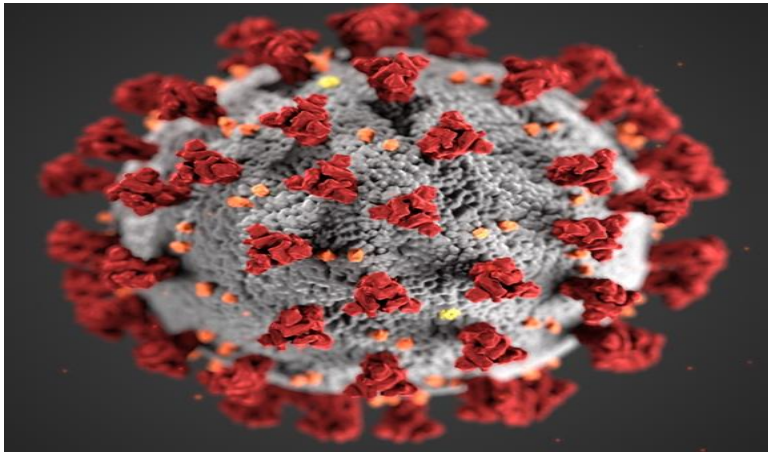
Christine Locke

CEO

02/12/2021

COVID-19 THEMED PROJECTS

BAME Women's Experiences of COVID-19



This year we understand that the COVID-19 pandemic has had a significant impact on the lives of everyone. However, research regarding the number of deaths from COVID-19 has identified that "People from all minority ethnic groups (apart from Chinese and mixed-race groups) are at greater risk of becoming very sick with COVID-19 than the white population in the UK. Black men and women are nearly twice as likely as white



people to die from COVID-19" (NRHI, 2020).

We realise that although BAME women have been impacted more by the pandemic, many have also demonstrated strength and courage during this time. Therefore, to support the BAME groups that have borne the brunt of the upsurge of the pandemic, we engaged with 191 BAME women across Kent and Medway to identify the experiences of these BAME women, portraying how they coped during the COVID-19 pandemic. The legacies from the participatory work with the BAME women were later shared with others in the communities, showing how one can gain inner strength and power to address social difficulties and learn from them.

BAME Shake Your Body Project

A crucial outcome from the collaborative research project described above was setting up a health promotion project, based on improving the psychological and physiological lives of the BAME women by equipping them with their bicycles and teaching them how to ride their bicycles.

Diversity House chose to deliver the BAME Shake Your Body project because of the health inequalities among BAME communities. The COVID-19 highlighted the vast gulf in the health of these communities. Public Health England report of June 2020 published in the heat of the pandemic buttressed that the coronavirus disproportionately impacted BAME communities. It also highlighted the factors that lead to the health inequalities in these groups.

The health beliefs, living in houses without spaces for exercises, were primarily among the factors reported. Also, with local knowledge, Diversity House noted that the minority communities were struggling with isolation, anxiety, and loneliness during the lockdown; therefore, to mitigate these risk factors to quality of life, we decided to use cycling, walking, running, and befriending to promote the health of our BAME communities without leaving the mainstream community behind. In the height of the pandemic, Diversity House, through some funding from Kent Sport and the support from O3e, built and donated fifteen (15) bikes to fifteen women who had never ridden on a bicycle. Apart from these direct beneficiaries of the bike donation, 280 other people benefitted from the project's activities through joining us at our regular cycling at the Milton Creek Park, attending workshops or other social events (carried out following the social distancing directives at the time).

"The activities were enjoyable as it was flexible, building on everyone's strength while providing support to ensure that no one was left behind. Activities that were delivered were what the beneficiaries asked for, making it very interesting.

A total of 280 people from diverse backgrounds benefited from the project".

Evidence gathered from these beneficiaries showed that the project had positive impacts on their health and social wellbeing leading to:

Reduced anxieties & worries



Increased friendships



Increased skills



Reduced loneliness & isolation



Increased resilience

The project was a success, and this is because we used an innovative approach to gaining the buy-in of the participants by providing individual bikes and accessories to those that want to learn how to ride cycles. For those who want to run or walk, we also provide the facilities that will enable them to carry out these activities in a safe and contained environment.

Improving mental health and wellbeing during the lockdown

Over 2202 communities were engaged in regular walks at the scenic Milton Creek Country Park. The regular walks carried out whilst following the social distancing directives helped calm the anxieties of our service users.





Innovative Ways of Working during the Pandemic.

Diversity House developed a hybrid way of operating to achieve its social responsibilities. These hybrid approaches incorporate both in-person and virtual support to our communities.

COVID-19 VIRTUAL SERVICES

We set up a range of support services for our intergenerational service users and communities. These online virtual services range from health and wellbeing to drop-in one to one, advice and support, social and life skills training and can be accessed via video chats with our staff on Zoom video conferencing software. Each support session for individuals lasted between 30 to 60 minutes and could be accessed on phones, tablets, or computers.

Door to Door Visitation

We combined the virtual support with door-to-door visitation this year, ensuring that our most **vulnerable** service users were well looked after. This year, due to the pandemic, we carried out weekly door visits to 195 vulnerable people, checking that they were well and running urgent errands for them.

Data analysis of beneficiaries

Table of numbers served on different aspects of our services.

Type of service	Number of people	Number of sessions/items
One-to-one support	1,525	
Walking	2202 attendances. Weekly walker = 212	118 sessions
Running - Park run	1949 attendances. Regular weekly runners = 207	94 sessions
Weekly Cycling	280 different people. 15 bikes were built and given away.	106 sessions
Generic Food distribution	213 households	1960 food boxes
Cultural food distribution	212 households	2071 boxes

Babies' food, nappies, clothes, bath items, toys, prams, cots, etc.		2214 items
Home equipment - furniture, plates, cutlery sets, pots, etc.	210 people	
Type of service	Number of people	Number of sessions/items
Mentoring	172	94 sessions
Digital inclusion (cybersecurity workshops, one-to-one support primary IT, etc.)	208 people	
Digital devices gifted (iPad, internet connectivity)	10 people	10 iPad. 24 months internet access
Mental health support using creative Art and storytelling	178 people	
Brief motivational intervention	213 people	
Befriending	164 people	107 sessions
Referrals made in and out of Diversity House	1316	

Some demographic data of our service beneficiaries.

Gender

Gender	Number of attendances	Number of sessions
Female	1131	226
Male	169	59
No data	1483	102
Total	2783	387

Ethnicity

<u>Ethnicity</u>	<u>Number of attendances</u>	<u>Number of sessions</u>
Any other Black/African/Caribbean background	61	39
Any other White background	18	18
Any other ethnic group	16	16
Asian - Asian British	22	10
Asian/Asian - Asian	15	14
Black/ Caribbean/ African - Black British	833	225
European	1	1
Mixed - White and Black African	106	52
Mixed- White and Black Caribbean	3	3
Mixed/Multiple ethnic groups - White and Asian	1	1
White - English/ Welsh/ Scottish/ Irish/ British	164	117
No data	1543	129
Total	2783	625

Religion

<u>Religion</u>	<u>Number of attendances</u>	<u>Number of sessions</u>
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	1031	225
Hindu	10	9
Islam	22	22
Muslim	37	22
No data	1680	163
Prefer not to say	3	2
Total	2783	443

The primary language spoken at home

<u>Main language spoken at home</u>	<u>Number of attendances</u>	<u>Number of sessions</u>
Arabic	1	1
Bengali	5	5
English	1168	225
French	4	4
Other language	1	1
Portuguese	1	1
Turkish	35	22
Urdu	1	1

Main language spoken at home	Number of attendances	Number of sessions
No data	1567	134
Total	2783	394

Immigration status

Immigration status	Number of attendances	Number of sessions
Asylum seeker awaiting decision	5	5
Discretionary leave to remain	32	29
EEA National receiving welfare benefits	20	20
Husband/Wife sponsorship	26	26
Indefinite leave to remain	15	15
Refugee	6	6
UK National	726	190
No data	1953	253
Total	2783	544

Marital status

Marital status	Number of attendances	Number of sessions
Cohabiting	8	8
Divorced	82	54
Married	348	109
Separated	113	106
Single	129	50
Widow	8	8
No data	2095	245
Total	2783	580

Type(s) of mental health issue

Type(s) of mental health issue	Number of attendances	Number of sessions
Anxiety and panic attacks	59	59
Depression	56	53
Loneliness	22	22
Phobia	1	1
Self-esteem	70	68
No data	2703	226
Total	2911	429

Age Bracket

Age Bracket	Number of attendances	Number of sessions
11-16	119	44
17-18	1	1
19-25	3	3
26-35	38	25
36-45	350	121
46-55	505	225
5-10	15	12
56-65	60	43
66 and over	115	100
No data	1577	126
Total	2783	700

Charity registration number: 1122960

Diversity House Limited

Annual Report and Financial Statements

for the Year Ended 31 March 2021

Diversity House Limited

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Diversity House Limited

Reference and Administrative Details

Chief Executive Officer

Christine Locke

Trustees

Mr Tunde Jotham

Christine Locke

Patrick Locke

Mrs Gloria Blessing Opara

Senior Management Team

Abtax CA Limited, Reporting Accountant

Principal Office

ISP House
Church Street
Sittingbourne
Kent
ME10 3EG

Charity Registration Number

1122960

Bankers

HSBC
Sittingbourne
115 High Street
Sittingbourne
Kent
ME10 4AL

Independent Examiner

Lydens Accountant
53 West Street
Sittingbourne
Kent
ME10 1AN

Accountants

Abtax CA Limited
Accountant
The Joiner shop
The Historic Dockyard
Main Gate Road
Chatham
England
ME4 4TZ

Diversity House Limited

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2021.

Objectives and activities

Objects and aims

Our Charity's purposes as set out in the objects contained in the Company's memorandum of association - is established for the benefit of disadvantaged communities, particularly, those with a minority ethnic background in Kent but not excluding others. The Charity's objects are:

- to promote community integration, inclusion and cohesion in Swale and Kent, in particular.
- the advancement of education and training.
- the relief of need by the provision of advice, assistance, information and 'drop-in services; the promotion of equality and diversity

The aims of our Charity are to reduce the level of social inequalities in Kent as a result of the socially constructed factors of gender, race/ethnicity, disability, culture, religion and beliefs and others. This can be achieved by advancing education and raising awareness in equality and diversity; and promoting activities to foster cultural understanding between people from diverse backgrounds.

Ensuring our work delivers our aims, we review our aims, objectives, and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Objectives, strategies, and activities

The focus of our work.

Our main objectives for the year continued to be the promotion of equality and diversity and reduction of disadvantage. The strategies we used to meet these objectives included:

- Providing a range of services which are reflective of relevant quality standards and address the potential problems related to social inequalities.
- Focusing upon limiting lack of access and disengagement which comes with discrimination and people feeling that they are at the edge of their communities.
- Working towards applying the Equality Act of 2010 and the ten principles of the United Nations Global Compact with respect to human right, labour, environment, and anti-corruption.
- Working in partnership with other agencies to ensure that the widest ranges of services are available that best matches the needs of our service users.

Diversity House Limited

Trustees' Report

Fundraising disclosures

During the period under review, time was spent on fund raising activities. To put in a good case to funding bodies why particular projects should be funded, the Project Lead who is the main bid writer spent approximately 817 hours in both desktop and primary research, gathering evidence of need and conducting gap analyses. During this period, a bid was put to the Heritage Lottery Fund for a grant through “our heritage” funding stream for a World War One project. This bid was successful, and the charity was granted some funding for a two-year project. Another proposal for a continuation funding for a previously BLF funded project - Swale Women Empowering Women project was put in after several months of consultation with women and girls in Swale. For instance, Diversity House invited all Swale based Women and Girls on Wednesday, 3rd August 2016 at our office in Phoenix House. The objective was to have a general discussion with all Women and Girls regarding the issues they are facing in their life at the moment and what are the factors which are obstructing them to move forward and chase their dreams, like, Career. This is because Diversity House believes that everyone has equal rights to chase their own dream and move ahead in life with full confidence and zeal.

Also, within this period, funding was sought and received from the following funders:

- Big Celebrate (Big Lottery Fund) - for implementing a community cohesion program in the school and with communities.
- Members grants
- Kent County Council
- Culture and heritage grants from Swale Borough Council

Public benefit

Given the policies and objectives of the Charity, as stated above, the Trustees, report on the aspects of its activities which encapsulates ‘public benefit’. In order to actualise our vision as stipulated earlier, Diversity House offers the following services, summarised below:

- Information, Advice, and Guidance (IAG)
- Culture and heritage
- Mentoring and Coaching
- Education and Training
- Drop-in-services
- Diversity House Youth Club
- Gender specific project
- Community cohesion programs
- Health education
- Health promotion
- Community engagement
- Social networking events
- Volunteering
- Business briefing
- Employability program
- Knowledge exchange
- Cultural competency for practitioners
- Work placements

- Group session
- Consultancy
- Fundraising
- Support

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Diversity House Limited

Trustees' Report

Financial review

Funds in deficit

There was no deficit in the year.

Principal funding sources

The principal funding sources are Big Lottery Fund, Heritage Lottery Fund, other government agencies and local authorities

Structure, governance, and management

Nature of governing document

The Charity is controlled by its governing documents, a deed of trust and constitutes a limited company, limited by guarantee as defined by the Companies Act 2006

Recruitment and appointment of trustees

When new or additional trustees are required then beneficiaries and client organisations are invited to submit nominations and subject to their compliance with the Memorandum and Articles of Association they are considered by the governing body of trustees for election.

Induction and training of trustees

We have instituted policy or procedure for the training of trustees and within the period under review had carried out trustee skills audit to identify what skills our trustees have and what additional skills that are required to run the charity successfully.

Organisational structure

The board of trustees meets regularly as a full board. There is also a standing committee comprised of the honorary officers. The Director / Manager of Diversity house make recommendations to the board of trustees and monitor operational activities. Staff and Volunteers of the charity have delegated authority to carry out day to day work within policies agreed by the board. Financial standing orders give necessary authorisation of different amounts.

Major risks and management of those risks

Risk Management

Assurance against Fraud and error

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Diversity House Limited

Trustees' Report

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.

Interest bearing assets and liabilities are held at fixed rate to ensure certainty of cash flows.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies. The charity has no significant concentration of credit risk, with exposure spread over many counterparties and customers.

Liquidity risk

To maintain liquidity and to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance. Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

The annual report was approved by the trustees of the charity on 30 September 2021 and signed on its behalf by:



.....
Christine Locke
Chief Executive Officer and Trustee

Diversity House Limited

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 30 September 2021 and signed on its behalf by:



.....
Christine Locke
Chief Executive Officer and Trustee

Diversity House Limited

Independent Examiner's Report to the trustees of Diversity House Limited

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2021 which are set out on pages 8 to 18.

Respective responsibilities of trustees and examiner

As the charity's trustees of Diversity House Limited you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

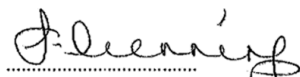
I report in respect of my examination of the Diversity House Limited's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of Diversity House Limited as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



53 West Street
Sittingbourne
Kent
ME10 1AN

30 September 2021

Diversity House Limited

Statement of Financial Activities for the Year Ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations and legacies		32,376	107,237	139,613
Investment income	3	98	-	98
Total income		32,474	107,237	139,711
Expenditure on:				
Raising funds		-	(46,602)	(46,602)
Charitable activities		(2,381)	(111,002)	(113,383)
Total expenditure		(2,381)	(157,604)	(159,985)
Net income/(expenditure)		30,093	(50,367)	(20,274)
Net movement in funds		30,093	(50,367)	(20,274)
Reconciliation of funds				
Total funds brought forward		23,680	100,788	124,468
Total funds carried forward	11	53,773	50,421	104,194
	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Income and Endowments from:				
Donations and legacies		9,166	148,445	157,611
Investment income	3	195	-	195
Total income		9,361	148,445	157,806
Expenditure on:				
Charitable activities		(1,191)	(132,814)	(134,005)
Total expenditure		(1,191)	(132,814)	(134,005)
Net income		8,170	15,631	23,801
Net movement in funds		8,170	15,631	23,801
Reconciliation of funds				
Total funds brought forward		15,510	85,156	100,666
Total funds carried forward	11	23,680	100,787	124,467

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 11.

The notes on pages 10 to 18 form an integral part of these financial statements.

Diversity House Limited
(Registration number: 1122960)
Balance Sheet as of 31 March 2021

	Note	2021 £	2020 £
Current assets			
Cash at bank and in hand	9	116,102	140,305
Creditors: Amounts falling due within one year	10	(11,908)	(15,838)
Net assets		<u>104,194</u>	<u>124,467</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		50,421	100,787
Unrestricted income funds			
Unrestricted funds		<u>53,773</u>	<u>23,680</u>
Total funds	11	<u><u>104,194</u></u>	<u><u>124,467</u></u>

The financial statements on pages 8 to 18 were approved by the trustees, and authorised for issue on 30 September 2021 and signed on their behalf by:



.....
Christine Locke
Chief Executive Officer and Trustee

Diversity House Limited

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

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Diversity House Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies, and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received, and the amount can be measured with sufficient reliability.

Grant's receivable

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

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading those aggregate similar costs to that category. Where costs cannot be directly attributed to headings, they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Diversity House Limited

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

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Depreciation and amortisation

Asset class	Depreciation method and rate
Plant and machinery	20% Straight line basis

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Diversity House Limited

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

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks, and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Diversity House Limited

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

Debt instruments

Debt instruments which meet the following conditions are subsequently measured at amortised cost using the effective interest method:

(a) The contractual return to the holder is (i) a fixed amount; (ii) a positive fixed rate or a positive variable rate; or (iii) a combination of a positive or a negative fixed rate and a positive variable rate.

(b) The contract may provide for repayments of the principal or the return to the holder (but not both) to be linked to a single relevant observable index of general price inflation of the currency in which the debt instrument is denominated, provided such links are not leveraged.

(c) The contract may provide for a determinable variation of the return to the holder during the life of the instrument, provided that (i) the new rate satisfies condition (a) and the variation is not contingent on future events other than (1) a change of a contractual variable rate; (2) to protect the holder against credit deterioration of the issuer; (3) changes in levies applied by a central bank or arising from changes in relevant taxation or law; or (ii) the new rate is a market rate of interest and satisfies condition (a).

(d) There is no contractual provision that could, by its terms, result in the holder losing the principal amount or any interest attributable to the current period or prior periods.

(e) Contractual provisions that permit the issuer to prepay a debt instrument or permit the holder to put it back to the issuer before maturity are not contingent on future events, other than to protect the holder against the credit deterioration of the issuer or a change in control of the issuer, or to protect the holder or issuer against changes in levies applied by a central bank or arising from changes in relevant taxation or law.

(f) Contractual provisions may permit the extension of the term of the debt instrument, provided that the return to the holder and any other contractual provisions applicable during the extended term satisfy the conditions of paragraphs (a) to (c).

Debt instruments that are classified as payable or receivable within one year on initial recognition and which meet the above conditions are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

Except for some hedging instruments, other debt instruments not meeting these conditions are measured at fair value through profit or loss.

Commitments to make and receive loans which meet the conditions mentioned above are measured at cost (which may be nil) less impairment.

Investments

Investments in non-convertible preference shares and non-puttable ordinary or preference shares (where shares are publicly traded, or their fair value is reliably measurable) are measured at fair value through profit or loss. Where fair value cannot be measured reliably, investments are measured at cost less impairment.

Investments in subsidiaries and associates are measured at cost less impairment. For investments in subsidiaries acquired for consideration including the issue of shares qualifying for merger relief, cost is measured by reference to the nominal value of the shares issued plus fair value of other consideration. Any premium is ignored.

Diversity House Limited

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

Derivative financial instruments

The charity uses derivative financial instruments to reduce exposure to foreign exchange risk and interest rate movements. The charity does not hold or issue derivative financial instruments for speculative purposes.

Derivatives are initially recognised at fair value at the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The resulting gain or loss is recognised in statement of financial activities immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in statement of financial activities depends on the nature of the hedge relationship.

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Grants, including capital grants; Grants from other charities	32,376	107,237	139,613
Total for 2021	32,376	107,237	139,613
Total for 2020	9,166	148,445	157,611

3 Investment income

	Unrestricted funds General £	Total funds £
Interest receivable and similar income; Interest receivable on bank deposits	98	98
Total for 2021	98	98
Total for 2020	195	195

Diversity House Limited

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

4 Analysis of governance and support costs

Charitable activities expenditure

Basis of allocation	Unrestricted funds General £	Restricted funds £	Total funds £
Rent and Insurance	-	(22,821)	(22,821)
Office and General Expenses	(659)	(13,546)	(14,205)
Salaries NI & Pension	-	(52,262)	(52,262)
Consultancy & advice (incl, Evaluation)	(3,214)	(10,235)	(13,449)
General Running Expenses	1,692	(41,550)	(39,858)
Publicity and Promotion	-	(150)	(150)
Sessional Workers	(80)	(4,164)	(4,244)
Training (Staff)	-	(3,160)	(3,160)
Travel (Staff)	-	(7,417)	(7,417)
Volunteers Expenses	-	(2,300)	(2,300)
Independent Examiner	(120)	-	(120)
Total for 2021	(2,381)	(157,605)	(159,986)

5 Trustees' remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

6 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	52,262	64,599

No employee received emoluments of more than £60,000 during the year

7 Independent examiner's remuneration

Diversity House Limited

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

	2021 £	2020 £
Other fees to examiners		
The examining of accounts of any associate of the charity	120	120

8 Taxation

The charity is a registered charity and is therefore exempt from taxation.

9 Cash and cash equivalents

	2021 £	2020 £
Cash on hand	116,102	140,305

Diversity House Limited

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

10 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	9,538	15,717
Other creditors	-	1
Accruals	2,370	120
	11,908	15,838

11 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
Unrestricted funds				
General	23,680	32,474	(2,381)	53,773
Restricted funds	-	155,763	(105,342)	50,421
Total funds	23,680	188,237	(107,723)	104,194
	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £

Unrestricted funds

General

General Funds	23,680	32,474	(2,381)	53,773
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Restricted funds

Swale BAME Legacy of Resilience	-	16,466	(8,774)	7,692
Swale BAME Shake your body	-	750	-	750
Covid Food - Winter Food Top Up	-	10,422	(3,741)	6,681
Swale Cultural Food Boxes	-	23,787	(788)	22,999
KCF Core Support	-	-	(73)	(73)
Good Things Foundation	-	6,537	(2,271)	4,266
SBC 1920's weekend	2,095	-	(872)	1,223
Other restricted donations	6,663	1,600	(3,130)	5,133
Big Lottery Fund (SWAG)	86,771	-	(84,871)	1,900
Boys2Men	190	-	(190)	-
Groundwork - Covid 19	-	500	(500)	-
Independent Age (BAME resilience)	-	14,920	(14,919)	1
KCF - Covid Resilience	-	12,000	(12,006)	(6)
KCC BAME Shake your Body	-	4,255	(4,333)	(78)

Diversity House Limited

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

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 31 March 2021 £
KCC Members Grant - Put Down				
The Knife	-	2,000	(2,000)	-
KCF - Covid Emergency Fund	-	3,000	(3,098)	(98)
KCF - Tampon Tax Community Fund	5,000	-	(5,000)	-
NLCF - Swale BAME Beyond Covid	-	10,000	(9,997)	3
SBC - Defra Emergency Fund	-	1,000	(971)	29
Total restricted funds	100,719	107,237	(157,534)	50,422
Total funds	124,399	139,711	(159,915)	104,195
	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Balance at 31 March 2020 £
Unrestricted funds				
General	15,510	9,361	(1,191)	23,680
Restricted funds	85,156	148,445	(132,814)	100,787
Total funds	100,666	157,806	(134,005)	124,467

12 Analysis of net funds

	At 1 April 2020 £	At 31 March 2021 £
Cash at bank and in hand	140,305	140,305
Net debt	140,305	140,305

Diversity House Limited

Statement of Financial Activities by fund for the Year Ended 31 March 2021

	Total Unrestricted Funds 2021 £	Total Unrestricted Funds 2020 £
Income and Endowments from:		
Donations and legacies	32,376	9,166
Investment income	98	195
Total income	<u>32,474</u>	<u>9,361</u>
Expenditure on:		
Charitable activities	<u>(2,381)</u>	<u>(1,191)</u>
Total expenditure	<u>(2,381)</u>	<u>(1,191)</u>
Net income	<u>30,093</u>	<u>8,170</u>
Net movement in funds	30,093	8,170
Reconciliation of funds		
Total funds brought forward	<u>23,680</u>	<u>15,510</u>
Total funds carried forward	<u>53,773</u>	<u>23,680</u>

Diversity House Limited

Statement of Financial Activities by fund for the Year Ended 31 March 2021

	Total Restricted Funds 2021 £	Total Restricted Funds 2020 £
Income and Endowments from:		
Donations and legacies	107,237	148,445
Total income	107,237	148,445
Expenditure on:		
Raising funds	(46,602)	-
Charitable activities	(111,002)	(132,814)
Total expenditure	(157,604)	(132,814)
Net (expenditure)/income	(50,367)	15,631
Net movement in funds	(50,367)	15,631
Reconciliation of funds		
Total funds brought forward	100,788	85,156
Total funds carried forward	50,421	100,787

Diversity House Limited

Detailed Statement of Financial Activities for the Year Ended 31 March 2021

	Total 2021 £	Total 2020 £
Income and Endowments from:		
Donations and legacies (analysed below)	139,613	157,611
Investment income (analysed below)	98	195
Total income	139,711	157,806
Expenditure on:		
Raising funds (analysed below)	(46,602)	-
Charitable activities (analysed below)	(113,383)	(134,005)
Total expenditure	(159,985)	(134,005)
Net (expenditure)/income	(20,274)	23,801
Net movement in funds	(20,274)	23,801
Reconciliation of funds		
Total funds brought forward	124,468	100,666
Total funds carried forward	104,194	124,467
	2021	
	Restricted funds £	Total £
Income and Endowments from:		
Donations and legacies (analysed below)	107,237	139,613
Investment income (analysed below)	-	98
Total income	107,237	139,711
Expenditure on:		
Raising funds (analysed below)	(46,602)	(46,602)
Charitable activities (analysed below)	(111,002)	(113,383)
Total expenditure	(157,604)	(159,985)
Net expenditure	(50,367)	(20,274)
Net movement in funds	(50,367)	(20,274)
Reconciliation of funds		
Total funds brought forward	100,788	124,468
Total funds carried forward	50,421	104,194