DIVERSITY MATTERS NORTH WEST LTD

England & Wales · Charity number 1125544

Details

Other names	HYDE COMMUNITY ACTION
Status	Registered
Legal form	Charitable company
Company number	06442869
Registered	2008-08-18
Register	View on the Charity Commission register

Contact

Address	Hyde Healthy Living Centre 20 Great Norbury Street Hyde SK14 1BR
Phone	01613683268
Email	info@diversitymattersnw.org.uk
Website	http://diversitymatters.org.uk/

Activities

Objects: 1. THE PROMOTION OF COMMUNITY HEALTH AND WELL-BEING THROUGH THE PROVISION OF TARGETED ADVICE, SUPPORT AND SERVICES TO MEET THE NEEDS OF DISADVANTAGED AND/OR EXCLUDED PEOPLE WITHIN LOCAL COMMUNITIES. 1.1 A FOCUS PRIMARILY ALTHOUGH NOT EXCLUSIVELY UPON THE NEEDS OF WOMEN FROM MINORITY ETHNIC. 1.2 A COMMUNITY DEVELOPMENT APPROACH TO THE DEVELOPMENT OF SCHEMES AND/OR PROVISION DESIGNED TO HELP PEOPLE DEVELOP THEIR POTENTIAL, SUPPORT EACH OTHER AND ENHANCE COMMUNITY INVOLVEMENT. 1.3 THE DEVELOPMENT AND PROVISION OF EDUCATION, TRAINING AND EMPLOYMENT SUPPORT DESIGNED TO INCREASE INTEGRATION, TO IMPROVE CONFIDENCE AND TO ENHANCE EMPLOYMENT PROSPECTS. 1.4 THE APPRECIATION AND VALUING OF DIVERSITY WITHIN COMMUNITIES, ALONGSIDE THE PROMOTION AND ACHIEVEMENT OF COMMUNITY COHESION AND SOCIAL INTEGRATION. 1.5 THE PROMOTION OF ACTIVE CITIZENSHIP. 2. SUCH OTHER CHARITABLE ACTIVITIES AS PERMITTED BY LAW WHICH IN THE OPINION OF THE TRUSTEES SUPPORT THESE CHARITABLE OBJECTS.

Activities: We help local people to improve their health and well-being through things like learning, volunteering, social events, physical exercise and various forms of problem-solving support.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** LOCAL
- Bolton
- Bury
- Manchester City
- Oldham
- Rochdale
- Salford City
- Stockport
- Tameside
- Trafford
- Wigan

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£454,781	£340,567	-	-
2024-03-31	£277,283	£301,443	-	-
2023-03-31	£192,848	£295,303	-	-
2022-03-31	£425,894	£275,192	-	-
2021-03-31	£313,869	£250,776	-	-

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Trustees

Name	Role	Appointed
Caroline Gregory	Chair	2014-03-31
Asma Begum		2021-02-27
Dr Penelope Noel		2024-04-01
Garry David Hall		2017-10-31
Lina Patel MBE		2024-10-02
Mohammed Khan		2020-06-25
Muzahid Khan		2023-06-13

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DIVERSITY MATTERS NORTH WEST LTD

England & Wales - Charity number 1125544

Accounts

DIVERSITY MATTERS NORTH WEST LTD

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

Registered Charity No. 1125544
Company Registration No. 06442869

DIVERSITY MATTERS NORTH WEST LTD

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DIVERSITY MATTERS NORTH WEST LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2025

The trustees present their annual directors' report and financial statements of the charity for the year ended 31st March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Diversity Matters North West Ltd.'s Objectives are to:

- Tackle issues that impact on people's health and well-being.
- Provide targeted support for disadvantaged and excluded groups.
- Promote improved community cohesion.

Our Values:

- We empower the people we work with, individually and collectively, by encouraging them to build with confidence on the skills and knowledge that they already have.
- We share the ideas and agenda of localism- don't do something for people they can do themselves.
- We listen to the views of the people within the community we serve, being informed, and led by their expressed needs.
- We are sensitive towards their faith and culture, although we will not normally undertake work that is faith specific.
- We strive to be honest and transparent about our intentions, so it is easier for the people we work with, and our partner agencies.
- We involve community members in decision making, volunteering, training, and paid employment.

The trustees confirm that they have continued to refer to the Charity Commission's guidance on public benefit, planning future activities and setting the policies for the year.

Our activities, policies, strategies, workforce development and recruitment are all underpinned by our values. It is the fabric that brings together all aspects of our work whether that is operational activities or developing new collaborations. As an organisation working within communities facing racial inequalities, it is paramount we ensure the safety and protection of vulnerable people when they are engaging in the activities and services of the Charity.

The work of the Charity has been in full swing! Impact of the pandemic, cost of living crisis and the summer riots in the summer has deeply impacted on the local communities. This has meant the demand for our services has increased further as we see more people engage in our work.

Many of our service users who engage with us have multiple complex support needs including mental health issues, isolation, and loneliness, this has often resulted from delayed or lack of opportunities to socialise outside the domestic space and integrate into society. By listening and removing barriers to engagement and participation, we have successfully engaged with people soon after they move into the area. This has enabled greater integration into society,

reduce impact of isolation and poor mental wellbeing so they can take control and live their best life.

We work holistically with women, predominantly but not exclusively South Asian communities, to support and empower them to identify their needs, build their confidence and develop skills so they can move forward and access the same opportunities for growth and development as any other members of society, whether that is in education, employment or improving health outcomes. We work alongside the local community and service providers to reduce barriers for women experiencing racial inequalities to access the services they need.

Our networks and collaborations spread across Tameside and Greater Manchester, from grassroots charities to the public and private sectors, this includes GM Race Equality Panel, GM 4 Women Network, GM Moving Volunteering Research Network, GM Moving Tackling Inequalities Network, Greater Manchester Human Trafficking and Modern Slavery NGO forum and the Tameside Domestic Abuse Steering Panel. We remain an organisation of choice - working with communities experiencing racial inequalities in Tameside. We continue to work with local partners to input into strategic policies and ensure they are inclusive of the people they are there to serve, advocating for seldom heard communities and utilising existing places and spaces. This also includes using external venues to deliver some of our core activities creating a familiar environment for the men and women to meet independently from DMNW. This year we have developed closer relationships with universities, local authority and other statutory partners to feed into local and GM wide research, ensuring the voices that feed into these is inclusive of the communities that reside in Tameside and Greater Manchester.

Thank you to all partners, funders, commissioners, Board of trustees, volunteers and staff team, through their support we have been able to remain resilient. Although we are still grant dependant due to the nature of work we offer, our focus has been to secure core and multiyear funding to provide financial security for years to come. This is evident in our success in being part of the statutory Domestic Abuse service in Tameside, offering emotional peer support for South Asian Women and securing of core funding from Henry Smith, Garfield Weston Foundation, Lloyds Foundation, In addition, we have started to set up and develop fundraising platforms where we are able to generate small amounts of unrestricted income for the Charity.

The Board utilised the Charities surplus free reserves to continue to support the workforce and ensured that our core services remained functioning at full capacity. The Board are committed to maintaining our real wage standards and committed to being a supporter of the GM Good Employment Charter.

Our core service include:

- Support for women in crisis.
- Support for women around training, learning and employment.
- Support around health and wellbeing.

A review of our achievements and performance

The charity furthers its charitable purposes for the public benefit through key achievements this year, including:

- Secured multiyear and core funding to support running of our services.
- Successful completion of end of grant reports with the Peoples Health Trust, Home Office, The National Lottery Community Funds, Action Together, Workers Education Association. *"It is great to work with an organisation with such passion and as soon as we know if there will be any options for additional funding we will be in touch" (Funding Officer: Home Office).*
- Secured several consultancy contracts with the local authority and other commissioners. We conducted 7 community consultations and research projects where 595 participants from hardly reached communities engaged directly.
- Developed and delivered our first Domestic Abuse and Cultural Awareness in South Asian communities training to professionals within Tameside.
- Secured funding from GMCA to coproduce an inclusive volunteering training package for organisations wanted to engage with South Asian communities.
- Co-designed a new culturally appropriate bereavement support services for people from South Asian communities offering peer support groups and awareness raising workshops across Tameside.
- Agility and fast response around the summer riots, initiating local meetings to address concerns and cascade key community messages from GMP to the Muslim communities that were directly affected in dual languages, this included our own workforce, volunteers and service users.
- Our supporting women in crisis programme has engaged with 142 women and delivered 256 sessions and trained 11 volunteer peer mentors, focusing on advice and advocacy, social activities, awareness raising, empowerment sessions and training opportunities. 98% of the women reported in increased understanding of unhealthy relationships, increased awareness of support services and where 96% of women we worked with reported feeling more confident to seek help and support regarding issues in their personal life. 100% of women felt confident in reporting harmful behaviours within relationships.
- Our community health and wellbeing programme focuses on engaging with people in tackling key health challenges facing communities experiencing racial inequality. We delivered 110 wellbeing sessions including bereavement support workshops and engaged with 137 people. 17 volunteers also help support the running of the programme. 90% of participants now report that they are now aware of local health and support services. 87% participants agree wellbeing has improved, 83% agreed they felt more involved in their own communities and felt they were listened to. 90% said attending the sessions helped them to save money.
- Our community learning, training and employability programme delivered 134 training and employment support sessions, engaging with 149 women directly on their learning journeys. 15 volunteers actively supported the project. 95% reported in improved digital skills where they didn't have any. 92% reported in increased employment readiness and English-speaking skills. 34% began volunteering. 97% progressed to further learning and training. 100% women reported increased aspirations for self-development.

Please see our social impact report on our website for more details on our achievements and the difference we have made for our beneficiaries.

Financial review

- Funds as at 31st March 2025 amounted to £335,662 of which £47,752 were restricted.
- Restricted funds held at the end of the year have been carried forward for the continuation of the specific projects.
- Unrestricted surplus reserves amounting to £6,367 in 24-25 were allocated to cover gaps in salaries so core programmes can continue to run, shortfall in core running costs and overheads. The Board of Trustees continued to ensure we ran our interpreting service and develop our fundraising platforms.
- In 24-25 we brought in £454,781, of which £98,167 is unrestricted funds. Some are multiyear funding.
- In 2024-25 the Charity increased its income from sale of services, bank interest and fundraising, bringing in a total of £21,290 unrestricted income.
- For 2025-2026 the Board have agreed plans to use surplus free reserves to a maximum of £90,718 to further the charitable objects, including plugging gaps in staff salaries, direct project costs and core running.

Investment powers and policy

The trustees have an investment policy. Its objective to 1) produce the best financial return within acceptable levels of risks and 2) deposit and invest funds in ethically demonstrative financial institutions in line with its charitable status.

In line with its liquidity requirements and prepared planned expenditure, the Trustees have decided to deposit any surplus funds that is not required immediately in interest-bearing accounts.

Reserves policy and going concern

The balance held in reserves at 31st March 2025 was £143,962 of which all are free reserves after allowing for funds tied up in fixed assets.

General Reserve

The Charity will seek, where possible, to maintain a general reserve equivalent to its total running costs for a period of no less than three or no more than six months. Where the general reserve falls below this figure, the Board will consider ways to generate increased reserve funds. Where the general reserve rises above the higher figure, the Board will consider ways to spend the surplus funds in furtherance of the Charity's objects.

Designated Funds

The Charity will designate specific reserve funds only in the event of an imminent and quantifiable liability, such as anticipated redundancy of specific posts or repair and removal costs on expiry of lease.

The Charity's main source of income is grants and contracts. The Trustees consider that it is appropriate to prepare the accounts on a going concern basis and, consequently, the accounts do not include any adjustments that would be necessary if these sources of income should cease.

Risk management

The Board has established systems to mitigate the risks the Charity faces. Internal control risks are minimised by the implementation of financial procedures. All major projects and funding applications are authorised at Board level. Procedures are in place to ensure compliance with health and safety of staff, volunteers and service users. All policies and procedures are periodically reviewed to ensure that they continue to meet the needs of the Charity and are in line with government guidelines. The Board also works in line with the NCVO Charity governance code and ensures progress is made towards any improvements required. In all areas of our work and activities, we ensure the protection of vulnerable people.

Revised strategies, policies and procedures were agreed. Polices revised included: Anti-fraud policy & procedure, trustee recruitment pack and manual, risk management policy, scheme of delegation, financial policy, equal opportunities policy, equality diversity and inclusion policy complaints and feedback policy, staff handbook, safeguarding adults and children policy and procedures and remuneration policy.

New policies and procedures implemented included: Emergency evacuation plan and social value policy

Looking Ahead 25 / 26

Our senior management team and front-line staff have been proactive in ensuring our services meet the imminent needs of the communities we serve, that each programme is co-produced, so funds are used in the most effective way possible.

Our collaborations have expanded as is our presence both locally and across GM, where CEO's are seeking opportunities to influence systemic change and getting local, seldom heard voices in those spaces. We are involved in delivering organisational workforce training, delivering talks and presentations, this is expected to continue throughout 25 26.

Despite the many economic challenges, our focus on securing long term sustainability remains. As the funding landscape becomes more challenging, whilst simultaneously we are seeing firsthand the complexities of the support needs increasing for the communities we work with, we are exploring more collaborative approaches, joint bids to both widen and strengthen our offer in Tameside. We will continue to seek multiyear bids and opportunities that cover full cost recovery. We are also consciously exploring developing our portfolios for consultancy, developing our grow our own approach for future sustainability, upskilling workforce in training, interpreting, information and advice, community research. This also includes offering more employment opportunities, diversification of our workforce and Board of trustees.

Structure, governance and management.

Governing Document

Diversity Matters North West Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 23/11/2007 and subsequently updated Articles dated August 2020. It is registered as a charity with the Charity Commission and is constituted under a trust deed dated 03/12/2007.

Appointment of trustees

Under the requirements of the Memorandum and Articles of Association, members of the board are appointed for a 3 – year term and can serve up to a maximum of 10 years. Any extension of appointment beyond 10 years is reviewed every 3 years. This process currently applies to our Chair, for whom we are actively implementing a succession plan. The board is responsible for appointing the trustees.

The directors of the company are also charity trustees for the purposes of charity law and, under the company's articles, are known as members of the Board. The Board give their time voluntarily and receive no benefits from the charity.

Trustee induction and training

Although new members may be elected to the Board at the general meetings, the Board more commonly recruits new members through a process of recommendation, application, interview and co-option. Persons can only become trustees if approved by two thirds of the Board. The Board seeks to maintain a membership of between 6 and 10, with a balance of local residents and local workers, whilst ensuring as far as possible some specialist knowledge of the Charity's field of work and of generic issues such as finance, law, fundraising and public service commissioning. The number of trustees cannot fall below 3 but has no maximum.

New Trustees are provided with an induction pack which includes a checklist of priorities set by the new trustee. An initial meeting is held with CEO's and the Chair of Trustees and an opportunity to meet the team. Trustees are encouraged to engage in training and activities that will help them in their role. Trustees meet the Cahir of the Trustees regularly to ensure they are fully supported and involved. We hold an annual Q&A panel where Trustees can meet our service users, volunteers, staff, partners, commissioners and key dignitaries.

Organisation and Decision Making

The Board of Trustees administers the charity. The Board normally meets every quarter. A Chief Executive Officer (CEO) is appointed by the Trustees to manage the day-to-day operations of the charity. From 2015 this position was taken up as a Job Share which continues to be highly effective. The Board sets up task and finish groups as and when needed to review any issues that occur in between the scheduled meetings to look at in depth and report back to the Board for the final decision making. The Board has the power to delegate some decision making to the task and finish groups as well as to the CEO's where it is deemed appropriate. The decision making is minuted.

The role of Company Secretary has been taken up by one of the paid CEO who reports to the Board on an ongoing basis. Whilst CEO's are supervised by a member of the Board, all other staff are supervised by the CEO's or a Line Manager. Individual work plans are linked to the Charity's forward plans through a process of annual appraisal, supplemented by biannual reviews and ad-hoc supervisions.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager with any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

DIVERSITY MATTERS NORTH WEST LTD

Reference and administrative information

Charity Name: Diversity Matters North West Ltd
Charity Number: 1125544
Company Registration Number: 06442869

Directors and trustees

The directors of the charitable company (the Charity) are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Key management personnel: Trustees and Directors

Rehana Begum	Company Secretary	
Caroline Gregory	Chair of Trustees	
Penny Noel		(appointed April 2024)
Johura Khatoon		(resigned December 2024)
Garry Hall	Treasurer	
Mohammed Khan		
Asma Begum		
Muzahid Khan		
Lina Patel		(appointed October 2024)
Oluwatosin Sotubo		(resigned February 2025)

Chief Executive

Rehana Begum	(Job Share)
Gemma Gaskell	(Job Share)

Registered Office

20 Great Norbury Street
Hyde
Cheshire
SK14 1BR

Independent Examiners

Hilton Jones t/a Community Accountancy Service
Hollinwood Business Centre
Albert Street,
Oldham,
Lancashire
OL8 3QL

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham
B1 2HB

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Charity Bank
The Charity Bank Ltd Fosse House
182 High Street
Tonbridge
TN9 1BE

Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Diversity Matters North West Ltd for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- Select suitable accounting principles and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will not 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 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 charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board of trustees

Caroline Gregory

Chair

Date: 8th October 2025

Independent examiner's report to the trustees of DIVERSITY MATTERS NORTH WEST LTD

I report on the accounts of the company for the year ended 31st March 2025, which are set out on pages 11 to 25.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity is required by company law to prepare accrued accounts and I am qualified to undertake the examination by being a qualified member of The Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act ;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006, ; and
- with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

James Hilton Jones
Hilton Jones t/a Community Accountancy Service
Hollinwood Business Centre, Albert Street, Oldham OL8 3QL
Date: 8th October 2025

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025
(Including Income and Expenditure Account)

	Further Details	Unrestricted Funds £	Restricted Funds £	Total Funds Year Ended 31 March 2025 £	Total Funds Year Ended 31 March 2024 £
Income from:					
Donations and legacies	(3)	76,877	-	76,877	13,782
Charitable Activities	(4)	-	356,614	356,614	243,206
Other Trading Activities	(5)	16,713	-	16,713	17,307
Investment Income		4,577	-	4,577	2,587
Other Income		-	-	-	401
Total		98,167	356,614	454,781	277,283
Expenditure on:					
Raising Funds	(6)	5,387		5,387	3,450
Charitable Activities	(6)	734	334,200	334,934	297,879
Other	(6)	246		246	114
Total		6,367	334,200	340,567	301,443
Net income/(expenditure)		91,800	22,414	114,214	(24,160)
Transfers between funds	(17)	-	-	-	-
Net movement in funds		91,800	22,414	114,214	(24,160)
Reconciliation of funds					
Total funds brought forward	(17)	196,110	25,338	221,448	245,608
Total funds carried forward	(17)	287,910	47,752	335,662	221,448

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

The notes on pages 14 to 25 form part of these accounts.

BALANCE SHEET AS AT 31 MARCH 2025

Company Registration Number: 06442869

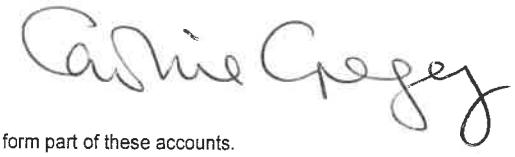
	Notes	2025 £	2024 £
Fixed assets:			
Tangible assets	(11)	-	502
Total fixed assets		-	502
Current assets:			
Stocks	(12)	-	-
Debtors	(13)	51,211	48,327
Cash at Bank & in Hand		348,185	226,386
Total current assets		399,396	274,713
Liabilities:			
Creditors: Amounts falling due within one year	(15)	63,734	53,767
Net current assets or liabilities		335,662	220,946
Total assets less current liabilities		335,662	221,448
Creditors: Amounts falling due after more than one year	(16)		
Provisions for liabilities		-	-
Total net assets or liabilities		335,662	221,448
The funds of the charity:			
Restricted income funds	(17)	47,752	25,338
Unrestricted income funds	(17)	287,910	196,110
Total charity funds		335,662	221,448

For the period in question the company was entitled to the exemption conferred by section 477 of the Companies Act 2006, and that no notice has been deposited under section 476 in relation to its accounts for the financial year; and the directors acknowledge their responsibilities for:
- complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

Approved by the trustees on 8th October 2025

Caroline Gregory Chair



The notes on pages 14 to 25 form part of these accounts.

Statement of Cash Flows for the year ending 31 March 2025

	Year Ended 31 March 2025 £	Year Ended 31 March 2024 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds	114,214	(24,160)
Add back depreciation	502	3,539
Deduct investment income	(4,577)	(2,587)
Decrease/(increase) in stocks	-	-
Decrease/(increase) in debtors	(2,884)	(43,406)
Increase/(decrease) in creditors	9,967	51,310
Net cash used in operating activities	117,222	(15,304)
Cash flows from investment activities:		
Interest	4,577	2,587
Purchase of fixed assets	-	-
Net cash provided by investing activities	4,577	2,587
Increase/(decrease) in cash and cash equivalents during the year	121,799	(12,717)
Cash and cash equivalents brought forward	226,386	239,103
Cash and cash equivalents carried forward	**348,185**	**226,386**

Notes to the accounts for the year ended 31st March 2025

1. Accounting policies

(a) Basis of preparation and assessment of going concern

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 notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

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

(b) Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There are 13 restricted funds.

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Further details of each fund are disclosed in note 17.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

(d) Expenditure Recognition

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 settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (g) below.

(e) Irrecoverable VAT

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

(f) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to independent examination and legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on type of expense. The allocation of support and governance costs is analysed in note 8.

(g) Costs of raising funds

The costs of raising funds consists of room hire and publicity.

(h) Charitable Activities

Costs of charitable activities include governance costs and an apportionment of support costs as shown in note 7.

Notes to the accounts for the year ended 31st March 2025

(i) Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged on the following basis:

Computer Equipment	33.33% on cost

(j) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their varying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(k) Pensions

The trustees implemented an auto enrolment pension scheme from February 2017. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

(l) Debtors

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

(m) Creditors and provisions

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

2. Related party transactions and trustees' expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2024: £nil). Expenses paid to the trustees in the year totalled £24 (2024: £nil). This related to 1 trustee.
Employees Afsana Begum and Sabina Begum are related to one of the Chief Executives.
The related Chief Executive is not allowed to take part in any discussions involving the pay of these related parties.

3. Donations, Legacies and General Grants

	Unrestricted Year Ended 31 March 2025	Restricted Year Ended 31 March 2025	Total Funds Year Ended 31 March 2025	Total Funds Year Ended 31 March 2024
	£	£	£	£
Donations	2,003	-	2,003	942
Fundraising	197	-	197	340
General grants:				
Jigsaw (Bridges TMBC Commission)	3,637	-	3,637	-
Charities Aid Foundation Keystone Fund	15,439	-	15,439	-
Garfield Weston Foundation	16,667	-	16,667	-
Transport for Greater Manchester Cycle and Stride	9,934	-	9,934	-
Action Together Vaccines	1,500	-	1,500	-
Lloyds Bank Foundation	27,500	-	27,500	12,500
	76,877	-	76,877	13,782

Notes to the accounts for the year ended 31st March 2025

3. Donations, Legacies and General Grants

Previous reporting period

	Unrestricted Year Ended 31 March 2024	Restricted Year Ended 31 March 2024	Total Funds Year Ended 31 March 2024
	£	£	£
Donations	942	-	942
Fundraising	340	-	340
General grants:			-
Lloyds Bank Foundation	12,500	-	12,500
	13,782	-	13,782

Notes to the accounts for the year ended 31st March 2025

4. Income from charitable activities

	Unrestricted Year Ended 31 March 2025	Restricted Year Ended 31 March 2025	Total Funds Year Ended 31 March 2025	Total Funds Year Ended 31 March 2024
	£	£	£	£
Restricted grants:				
National Lottery Reaching Communities	-	36,493	36,493	36,493
National Lottery Know Your Neighbour	-	22,752	22,752	22,247
Awards for All	-	19,424	19,424	-
GM Moving	-	2,995	2,995	-
Henry Smith Charity	-	45,000	45,000	-
Home Office	-	163,984	163,984	152,249
WEA: GMCA UKSPF Community Grants	-	45,490	45,490	-
Peoples Health Trust	-	-	-	12,230
Tameside MBC Let's Talk Cancer	-	4,998	4,998	-
Tameside MBC Hate Crime Fund	-	485	485	-
Action Together Core Funds	-	10,000	10,000	10,000
Action Together Community Wellbeing	-	4,993	4,993	9,987
	-	356,614	356,614	243,206

Previous reporting period

	Unrestricted Year Ended 31 March 2024	Restricted Year Ended 31 March 2024	Total Funds Year Ended 31 March 2024
	£	£	£
Restricted grants:			
The National Lottery Community Fund Reaching Communities	-	36,493	36,493
The National Lottery Community Fund Know Your Neighbour	-	22,247	22,247
Home Office	-	152,249	152,249
Peoples Health Trust	-	12,230	12,230
Action Together Core Grant	-	10,000	10,000
Action Together Community Wellbeing	-	9,987	9,987
	-	243,206	243,206

Notes to the accounts for the year ended 31st March 2025

5. Income from other trading activities

	Unrestricted Year Ended 31 March 2025	Restricted Year Ended 31 March 2025	Total Funds Year Ended 31 March 2025	Total Funds Year Ended 31 March 2024
	£	£	£	£
Fee income	15,783	-	15,783	17,227
Rental Income	930	-	930	80
	16,713	-	16,713	17,307

Previous reporting period

	Unrestricted Year Ended 31 March 2024	Restricted Year Ended 31 March 2024	Total Funds Year Ended 31 March 2024
	£	£	£
Fee income	17,227	-	17,227
Rental Income	80	-	80
	17,307	-	17,307

Notes to the accounts for the year ended 31st March 2025

6. Expenditure

	Activities for the benefit of people living in Hyde and Tameside	Year Ended 31 March 2025	Year Ended 31 March 2024
	£	£	£
Expenditure on raising funds:			
Project Costs	900	900	120
Events	1,984	1,984	701
Publicity	856	856	1,504
Room hire	1,647	1,647	1,125
	5,387	5,387	3,450
Expenditure on charitable activities:			
Employment Costs	268,001	268,001	224,034
Training	5,829	5,829	3,258
Materials	1,912	1,912	1,325
Beneficiary Training	18,161	18,161	30,356
Beneficiary Travel	425	425	862
Interpreting	878	878	-
Childcare Costs	1,089	1,089	800
Volunteer Expenses	222	222	210
Refreshments	2,339	2,339	1,674
Bad Debts		-	30
Staff Travel	389	389	429
Bank Charges	290	290	220
Subscriptions	1,268	1,268	670
IT Maintenance	9,177	9,177	8,107
Repairs & Maintenance		-	170
Minor Equipment	7,680	7,680	-
Cleaning	180	180	266
Telephone	3,007	3,007	2,169
Insurance	1,909	1,909	2,124
Governance and Support Costs	9,030	9,030	15,232
Post, Printing & Stationery	2,646	2,646	2,404
Depreciation	502	502	3,539
	334,934	334,934	297,879
Other expenditure:			
Miscellaneous	246	246	114
	246	246	114
	340,567	340,567	301,443
Restricted funds		334,200	239,286
Unrestricted funds		6,367	62,157
		340,567	301,443

Notes to the accounts for the year ended 31st March 2025

7. Analysis of expenditure on charitable activities

As per note 6.

8. Allocation of governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown below:

	General Support	Governance	Total 2025	Basis of apportionment
Accountancy Fees	-	1,182	1,182	type of expense
Freelance & Consultancy	4,982	-	4,982	type of expense
Trustee Governance	-	7	7	type of expense
Trustee Expenses	-	24	24	type of expense
Professional Fees	967	-	967	type of expense
Payroll Bureau Charges	1,868	-	1,868	type of expense
	7,817	1,213	9,030	

Previous reporting period

	General Support	Governance	Total 2024	Basis of apportionment
Accountancy Fees	-	1,380	1,380	type of expense
Freelance & Consultancy	12,178	-	12,178	type of expense
Trustee Governance	-	68	68	type of expense
Professional Fees	35	-	35	type of expense
Payroll Bureau Charges	1,571	-	1,571	type of expense
	13,784	1,448	15,232	

9. Analysis of staff costs

	Year Ended 31 March 2025	Year Ended 31 March 2024
	£	£
Wages and Salaries	247,165	207,403
Redundancy	-	-
Holiday Pay Accrual Adjustment	-	-
Social Security Costs	15,738	12,334
Pension Costs	5,098	4,297
	268,001	224,034
Support costs	-	-
Charitable activities	268,001	224,034
	268,001	224,034

The average number of employees during the year was 17 FTE 7.2 (previous year: 15).
The charity considers its key management personnel comprises the trustees and Chief Executive Officers. The total employment benefits, including employer pension contributions of the key management personnel were £45,307 (previous year: £40,154). No employee has benefits in excess of £60,000 (previous year: none).
Key management personnel are Gemma Gaskell and Rehana Begum. The figures above comprise 50% of each salary.

10. Independent Examiner Fees

	Year Ended 31 March 2025	Year Ended 31 March 2024
	£	£
Independent examination fees	1,182	1,380
	1,182	1,380

Notes to the accounts for the year ended 31st March 2025

11. Tangible Fixed Assets

	Computer Equipment	Total
Cost	£	£
At 1 April 2024	26,776	26,776
Additions	-	-
At 31 March 2025	26,776	26,776
Depreciation		
At 1 April 2024	26,274	26,274
Charge for Year	502	502
At 31 March 2025	26,776	26,776
NET BOOK VALUE		
At 31 March 2025	-	-
At 31 March 2024	502	502

12. Stocks

The organisation does not hold any stocks.

13. Analysis of debtors

	2025	2024
	£	£
Debtors	38,501	45,108
Prepayments	12,710	3,219
	51,211	48,327

Debtors and prepayments related to restricted funds £40,038 and unrestricted funds £11,173 (2024: £45,122/£3,205.

14. Creditors: amounts falling due within one year

	2025	2024
	£	£
Creditors	5,176	5,713
Short-term compensated absences (holiday pay)	-	-
Other creditors and accruals	1,182	1,203
Deferred income	57,376	46,851
	63,734	53,767

15. Deferred income

Deferred income comprises grants paid in advance.	
Balance as at 1st April 2024	46,851
Amount released to income earned from charitable activities	(46,851)
Amount deferred in year	57,376
Balance at 31 March 2025	57,376

16. Creditors: amounts falling due after more than one year

	2025	2024
	£	£
Provisions for liabilities	-	-
	-	-

Notes to the accounts for the year ended 31st March 2025

17. Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1 April 2024	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2025
	£	£	£	£	£
General Fund	89,717	98,167	(6,367)	(37,555)	143,962
Designated Funds	106,393	-	-	37,555	143,948
	196,110	98,167	(6,367)	-	287,910

Previous reporting period

	Balance at 1 April 2023	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
General Fund	136,232	34,077	(62,157)	(18,435)	89,717
Designated Funds	87,958	-	-	18,435	106,393
	224,190	34,077	(62,157)	-	196,110

Name of unrestricted fund:	Description, nature and purpose of the fund
General Fund	The "free reserves" after allowing for all designated funds
Designated Funds	For future redundancy and closure costs

Analysis of movements in restricted funds

	Balance at 1 April 2024	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2025
	£	£	£	£	£
National Lottery Reaching Communities	4,663	36,493	(41,156)	-	-
National Lottery Know Your Neighbour	117	22,752	(22,869)	-	-
Awards for All	-	19,424	(8,972)	-	10,452
GM Moving	-	2,995	-	-	2,995
Henry Smith Charity	-	45,000	(30,521)	-	14,479
Home Office	-	163,984	(162,544)	-	1,440
WEA: GMCA UKSPF Community Grants	-	45,490	(45,490)	-	-
Peoples Health Trust	8	-	(8)	-	-
Tameside MBC Let's Talk Cancer	-	4,998	-	-	4,998
Tameside MBC Hate Crime Fund	-	485	(485)	-	-
Action Together Core Funds	5,799	10,000	(15,799)	-	-
Action Together Community Wellbeing	1,363	4,993	(6,356)	-	-
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
	25,338	356,614	(334,200)	-	47,752

Notes to the accounts for the year ended 31st March 2025

17. Analysis of charitable funds

Analysis of movements in restricted funds

Previous reporting period

	Balance at 1 April 2023	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
The National Lottery Community Fund	1,270	-	(1,270)	-	-
The National Lottery Community Fund Reaching Communities	-	36,493	(31,830)	-	4,663
The National Lottery Community Fund Know Your Neighbour	-	22,247	(22,130)	-	117
Home Office	-	152,249	(152,249)	-	-
Peoples Health Trust	1,873	12,230	(14,095)	-	8
Action Together Core Grant	-	10,000	(4,201)	-	5,799
Action Together Community Wellbeing	-	9,987	(8,624)	-	1,363
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Comic Relief Ministry of Justice	3,426	-	(3,426)	-	-
Action Together Befriending Matters	40	-	(40)	-	-
Action Together - DA Project	1,000	-	(1,000)	-	-
Action Together Emergency Funds	421	-	(421)	-	-
	21,418	243,206	(239,286)	-	25,338

Notes to the accounts for the year ended 31st March 2025

Name of restricted fund:	Description, nature and purpose of the fund
National Lottery Reaching Communities	emergency core funds to support the organisation to reduce reliance on grants and trust funding by developing alternate income generation streams, including sales of services, commissioning and fundraising and donations.
National Lottery Know Your Neighbour	to deliver a supported volunteering programme, building skills and confidence of South Asian women using a peer support model. Removing barriers and increasing integration and participation in community activitity.
Awards for All	training for volunteers and staff
GM Moving	develop inclusive volunteering training co-produced with volunteers
Henry Smith Charity	core running costs to support the charitable work of the organisation: Women's Learning Training Employment, health and wellbeing and support for women in crisis
Home Office	Women Supporting Women , group activities and peer support, by and for work supporting South Asian women in crisis
WEA: GMCA UKSPF Community Grants	Hidden Gems: Removing barriers to South Asian women to access online services, training, volunteering and employment opportunities. Including digital skills, confidence building, travel training and pre-volunteering courses
Peoples Health Trust	to deliver a weekly culturally sensitive, 'Women Matters Hub' building confidence, improving wellbeing and gaining peer support
Tameside MBC Let's Talk Cancer	to deliver volunteer led work to raise awareness of breast cancer with South Asian women, including event, workshops, design of displays and information leaflets
Tameside MBC Hate Crime Fund	to deliver a community arts session, creating safe space for women to talk about Hate Crime, and raise awareness of how to report
Action Together Core Funds	emergency core funds to support the organisation to reduce reliance on grants and trust funding by developing alternate income generation streams, including sales of services, commissioning and fundraising and donations.
Action Together Community Wellbeing	Bereavment Support Project
NHS Tameside & Glossop CCG	to support the core costs of rent and running the centre.

Notes to the accounts for the year ended 31st March 2025

18. Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total 2025
	£	£	£	£
Tangible fixed assets	-	-		-
Cash at bank and in hand	179,245	143,948	24,992	348,185
Other net current assets/(liabilities)	(35,283)	-	22,760	(12,523)
Creditors of more than one year	-	-	-	-
Total	143,962	143,948	47,752	335,662

Previous reporting period

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
Tangible fixed assets	291	-	211	502
Cash at bank and in hand	89,371	106,393	30,622	226,386
Other net current assets/(liabilities)	55	-	(5,495)	(5,440)
Creditors of more than one year	-	-	-	-
Total	89,717	106,393	25,338	221,448

19. Financial Instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised on a transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at an amortised cost using the effective interest method.

Income and Expenditure Account

	Year Ended 31 March 2025 £	Year Ended 31 March 2024 £
Income		
Donations	2,003	942
Fundraising	197	340
Investment Income	4,577	2,587
Other Income	-	401
General grants:		
Jigsaw (Bridges TMBC Commission)	3,637	-
Charities Aid Foundation Keystone Fund	15,439	-
Garfield Weston Foundation	16,667	-
Transport for Greater Manchester Cycle and Stride	9,934	-
Action Together Vaccines	1,500	-
Lloyds Bank Foundation	27,500	12,500
Restricted grants:		
National Lottery Reaching Communities	36,493	36,493
National Lottery Know Your Neighbour	22,752	22,247
Awards for All	19,424	-
GM Moving	2,995	-
Henry Smith Charity	45,000	-
Home Office	163,984	152,249
WEA: GMCA UKSPF Community Grants	45,490	-
Peoples Health Trust	-	12,230
Tameside MBC Let's Talk Cancer	4,998	-
Tameside MBC Hate Crime Fund	485	-
Action Together Core Funds	10,000	10,000
Action Together Community Wellbeing	4,993	9,987
Fee income	15,783	17,227
Rental Income	930	80
Total Income	**454,781**	**277,283**
Expenditure		
Project Costs	900	120
Events	1,984	701
Publicity	856	1,504
Room hire	1,647	1,125
Employment Costs	268,001	224,034
Training	5,829	3,258
Materials	1,912	1,325
Beneficiary Training	18,161	30,356
Beneficiary Travel	425	862
Interpreting	878	-
Childcare Costs	1,089	800
Volunteer Expenses	222	210
Refreshments	2,339	1,674
Bad Debts	-	30
Staff Travel	389	429
Bank Charges	290	220
Subscriptions	1,268	670
IT Maintenance	9,177	8,107
Repairs & Maintenance	-	170
Minor Equipment	7,680	-
Cleaning	180	266
Telephone	3,007	2,169
Insurance	1,909	2,124
Governance and Support Costs	9,030	15,232
Post, Printing & Stationery	2,646	2,404
Depreciation	502	3,539
Miscellaneous	246	114
Total Expenditure	**340,567**	**301,443**
Surplus/(deficit for year)	114,214	(24,160)

DIVERSITY MATTERS NORTH WEST LTD

England & Wales - Charity number 1125544

Accounts

DIVERSITY MATTERS NORTH WEST LTD

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

Registered Charity No. 1125544
Company Registration No. 06442869

DIVERSITY MATTERS NORTH WEST LTD

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DIVERSITY MATTERS NORTH WEST LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2024

The trustees present their annual directors' report and financial statements of the charity for the year ended 31st March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Diversity Matters North West Ltd.'s Objectives are to:

- Tackle issues that impact on people's health and well-being.
- Provide targeted support for disadvantaged and excluded groups.
- Promote improved community cohesion.

Our Values:

- We empower the people we work with, individually and collectively, by encouraging them to build with confidence on the skills and knowledge that they already have.
- We share the ideas and agenda of localism- don't do something for people they can do themselves.
- We listen to the views of the people within the community we serve, being informed, and led by their expressed needs.
- We are sensitive towards their faith and culture, although we will not normally undertake work that is faith specific.
- We strive to be honest and transparent about our intentions, so it is easier for the people we work with, and our partner agencies.
- We involve community members in decision making, volunteering, training, and paid employment.

The trustees confirm that they have continued to refer to the Charity Commission's guidance on public benefit, planning future activities and setting the policies for the year.

Our activities, policies, strategies, workforce development and recruitment are all underpinned by our values. It is the fabric that brings together all aspects of our work whether that is operational activities or developing new collaborations. As an organisation working within minority communities, it is paramount we ensure the safety and protection of vulnerable people when they are engaging in the activities and services of the Charity.

The work of the Charity has been in full swing! Impact of the pandemic and cost of living crisis still affecting the local communities has meant the demand for our services has increased further as we see more and more women and local people engage in our work.

Many of our service users who engage with us have multiple complex support needs including mental health issues, isolation, and loneliness, this has often resulted from delayed or lack of opportunities to socialise outside the domestic space and integrate into society. By offering localised provisions, removing barriers or criteria that restrict engagement and working with partners, we can engage with people soon after they move into the area. Enabling greater integration into society, reduce impact of isolation and poor mental wellbeing so they can take control and live their best life.

We work holistically with women, predominantly but not exclusively South Asian communities, to support and empower them to identify their needs, build their confidence and develop the skills for future employment. We work alongside the local community and service providers to reduce barriers for women experiencing racial inequalities to access the services they need and the opportunities which will allow them to progress, ultimately supporting them to fulfil their potential.

Our networks and collaborations spread across Greater Manchester and beyond, from grassroots charities to the public and private sectors. We remain an organisation of choice - working with ethnic minority communities in Tameside. We work with local partners to input into strategic policies and ensure they are inclusive of the people they are there to serve, advocating for seldom heard communities and utilising existing places and spaces. This also includes using external venues to deliver some of our core activities creating a familiar environment for the men and women to meet independently from DMNW.

We remain resilient in a period of a turbulent funding landscape. Through the appointment of a Business Development Officer, we have successfully been able to secure multiyear and core funding from local grant makers and our local infrastructure organisation. The Board utilised the Charities surplus free reserves to continue to support the workforce and ensured that our core services remained functioning at full capacity.

Our core service include:

- Support for women in crisis.
- Support for women around training, learning and employment.
- Support around health and wellbeing.

A review of our achievements and performance

The charity furthers its charitable purposes for the public benefit through key achievements this year, including:

- Developing and delivering a bespoke training package to NHS on co production.
- Securing training contract to deliver Domestic Abuse in South Asian communities for TMBC employees.
- CEO successfully appointed and gained a seat at the GM Race Equality Panel
- Successful annual accreditation with Cyber Essentials.
- Secured funding from:
  - Tameside Council to work on the Tameside Racial inequality Community Consultation
  - Action Together for work around South Asian Bereavement Support service and providing much needed Emergency Core Funding
  - Tameside Council as part of a partnership delivering the domestic abuse contract across the borough. This contract is a 5 year + 5 year.
  - Lloyds Bank Foundation to support with core running costs.
  - Lottery to support core costs, training workforce and continued running of our training and learning programme.
- Successful completion and submission of end of grant/project reports for the Peoples Health Trust; *"It was great to read about the impact of your project, particularly the development of a sense of belonging and improved wellbeing"*. People's Health Trust Funding Officer, and "the reports, case studies and quotes show what a great impact you're having on the communities you support and work with". The National Lottery Reaching Communities Funding Officer.
- Successful end of year report submission to the National Lottery Community Fund – Know Your Neighbourhood *"You have smashed the project outcomes and KPIs"*. *"You*

are spoken about across Tameside – you are well known and the value you bring", Lottery Funding Officer.

- Successful end of year report submission to the Home Office on crisis support work. Funder attendance at social activities where they found women to be highly engaged and very impressed with the progress of the project *"wonderful skills and very creative. The women were a breath of fresh air"* Home Office Funding Officer.
- Co delivered 'Victim Survivor Lived experience' group with TMBC to feed into strategies and policies around domestic abuse support services and holding panels to account.
- Developed relationships with GM Police to build up trust within the community.
- DMNW were approached by Bridges to be part of the domestic abuse tender to ensure tailored support for women from South Asian communities will be provided within the re commissioned domestic abuse services in Tameside.
- Given our extensive experience working with South Asian communities we had been approached to be part of the repeat perpetrators panel and repeat MARAC referrals panel to establish trends and reduce re referrals and subsequently risk.
- Using our 'Grow our own approach' we successfully recruited 8 sessional workers in a variety of roles including admin, marketing, community development and training facilitators, interpreting, providing a much needed first step into employment for many of the women we support.
- Over 600 people engaged directly into our services during 23-24 (last year 500), including 60 volunteers. A further 2500 supported indirectly and engaged at events, networks, groups and general outreach across Tameside.
- In addition, we signposted and referred over 150 people. Although this was 25% less than last year, we saw more people with complex multiple needs. People were signposted 537 times to support services, this is over a 50% increase in needs than last year's 256. 7% were actual referrals into services (last year 33%). This was for citizen advice, training, volunteering, and support with health. Actual referrals dropped due to developing more culturally sensitive services in house such as our access support, learning hub, men's, and women's groups. Our diversity of service users continue to widen with 73% from the Bangladeshi community, Pakistani (15%), Chinese (2%), remaining 10% were a mix of backgrounds including Afghani, Sudanese, Iranian, Spanish, Indonesian, Arab, Nigerian, Portuguese, Kurdish, Indian, White, Black African, Tigrinya and Cameroonian. 40% of the people who walked through our door or rung in for helped came due to feeling lonely or isolated.
- The demand and need for our services have grown substantially. Our reach has continued to expand across different communities, areas and ages.
- We have continued to be a Disability Confident Committed employer, Living Wage employer and a supporter of the Greater Manchester's Good Employment Charter.
- Our women's Matters Hub ladies were invited to see Princess Anne at the Manchester Boat Society in Ashton.

Financial review

- Funds as at 31st March 2024 amounted to £221,448 of which £25,338 were restricted.
- Restricted funds held at the end of the year have been carried forward for the continuation of the specific projects.
- Unrestricted surplus reserves amounting to £62,157 in 23_24 were allocated to cover gaps in salaries, including appointment of a new post of Business Development officer, until additional funding could be sourced. This also covered shortfall in expenditures for core running costs and overheads that were not covered under secured grants. The Board also agreed to cover costs of start-up of the women's interpreting and translation services and associated expenses as part of the Charity's income generation strategy. Due to the loss of the public sector contract, the Board allocated funds from unrestricted reserves to deliver a skeletal health and wellbeing programme for minority ethnic communities in Tameside.

- In 23/24 we brought in £255,706 in grant funding, of which £12,500 is unrestricted funds. Some are multiyear funding.
- The Charity is now able to forecast 3-4 years ahead.
- In 2023_24 the Charity increased its income from sale of services, bank interest and fundraising, bringing in a total of £21,577 unrestricted income.
- In 2024_2025 the Board have agreed plans to use surplus free reserves to a maximum of £46,000 to further the charitable objects, including plugging gaps in staff salaries, direct project costs and core running.

Investment powers and policy

The trustees have an investment policy. Its objective to 1) produce the best financial return within acceptable levels of risks and 2) deposit and invest funds in ethically demonstrative financial institutions in line with its charitable status.

In line with its liquidity requirements and prepared planned expenditure, the Trustees have decided to deposit any surplus funds that is not required immediately in an interest-bearing account.

Reserves policy and going concern

The balance held in reserves at 31st March 2024 was £89,717 of which £89,426 are free reserves after allowing for funds tied up in fixed assets.

General Reserve

The Charity will seek, where possible, to maintain a general reserve equivalent to its total running costs for a period of no less than three or no more than six months. Where the general reserve falls below this figure, the Board will consider ways to generate increased reserve funds. Where the general reserve rises above the higher figure, the Board will consider ways to spend the surplus funds in furtherance of the Charity's objects.

Designated Funds

The Charity will designate specific reserve funds only in the event of an imminent and quantifiable liability, such as anticipated redundancy of specific posts or repair and removal costs on expiry of lease.

The Charity's main source of income is grants and contracts. The Trustees consider that it is appropriate to prepare the accounts on a going concern basis and, consequently, the accounts do not include any adjustments that would be necessary if these sources of income should cease.

Risk management

The Board has established systems to mitigate the risks the Charity faces. Internal control risks are minimised by the implementation of financial procedures. All major projects and funding applications are authorised at Board level. Procedures are in place to ensure compliance with health and safety of staff, volunteers and service users. All policies and procedures are periodically reviewed to ensure that they continue to meet the needs of the Charity and are in line with government guidelines. The Board also works in line with the NCVO Charity governance code and ensures progress is made towards any improvements required. In all areas of our work and activities, we ensure the protection of vulnerable people.

Revised strategies, policies and procedures were agreed. Polices revised included: Criminal Records and Recruitment of Offenders, GDPR policy, Flexible Working, Food policy, Home Working policy and agreement, lone working policy, WITS quality Assurance policy, Finance policy and procedure, Prevent strategy, Room bookings policy, staff handbook and the Trustee Manual

New policies included campaigning and political activities policy, Due Diligence and Ethical Fundraising policy.

In addition, we have openly shared good practice policies with commissioners and partners. *"I'd like to pass on the thanks of Bury People First. I sent them a copy of your policy I asked me to send their appreciations to you"* Lloyds Bank Foundation.

Looking Ahead 24/25

Trustees and senior managers continue to support staff with mental wellbeing in the workplace and to adopt hybrid working to provide services meeting the needs and demands of our communities.

We continue to be guided by our board of trustees ensuring we are continuously meeting the charitable objects through our services and activities we offer, tackling inequalities at all levels so people from seldom heard communities can have the same life chances and opportunities as others. Trustees continue to abide by both Charity Commission and Companies House regulations as well as our legal obligations.

We will continue to focus our efforts on longer term sustainability and diversifying our income streams with a distinct focus on generating unrestricted income. We have made further positive steps including.

- Working with consultant to deliver a strategy planning day with staff and trustees.
- Review and update Business Plan
- Developing operational and financial development plans
- Work alongside key partners and secured funds to implement a workforce development and training plan.
- Work alongside infrastructure organisation to review staff structure.
- implementing our fundraising strategy and plan for generating unrestricted income.
- Focus on applying for funders and commissioners that are unrestricted, multiyear and / or cover core running costs to build financial stability.
- Work with Lloyds to revamp our marketing and publicity to secure buyers for our new start up a women's interpreting and translation service which provides first steps into employment for women and an income generation for the Charity.
- Continuing to develop relationships and deliver our bespoke training programmes to further assist with generating future income.
- Continue to invest in our 'Grow our own' approach to develop our future workforce and enable those furthest removed from the labour market to move closer to accessing training, developing skills and knowledge for future employment.
- Continue to run our core services and activities, seeking funding to cover costs.
- Continue to develop strategic relationships across Greater Manchester.

Structure, governance and management.

Governing Document

Diversity Matters North West Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 23/11/2007 and subsequently updated Articles dated August 2020. It is registered as a charity with the Charity Commission and is constituted under a trust deed dated 03/12/2007.

Appointment of trustees

Under the requirements of the Memorandum and Articles of Association, members of the board are appointed for a 3 – year term and can serve up to a maximum of 10 years. The board is responsible for appointing the trustees.

The directors of the company are also charity trustees for the purposes of charity law and, under the company's articles, are known as members of the Board. The Board give their time voluntarily and receive no benefits from the charity.

Trustee induction and training

Although new members may be elected to the Board at the general meetings, the Board more commonly recruits new members through a process of recommendation, application, interview and co-option. Persons can only become trustees if approved by two thirds of the Board. The Board seeks to maintain a membership of between 6 and 10, with a balance of local residents and local workers, whilst ensuring as far as possible some specialist knowledge of the Charity's field of work and of generic issues such as finance, law, fundraising and public service commissioning. The number of trustees cannot fall below 3 but has no maximum.

New Trustees are provided with an induction pack which includes a checklist of priorities set by the new trustee. An initial meeting is held with CEO's and the Chair of Trustees and an opportunity to meet the team. Trustees are encouraged to engage in training and activities that will help them in their role. Trustees meet the Cahir of the Trustees regularly to ensure they are fully supported and involved. We hold an annual Q&A panel during our Diversity Matters & Volunteer Celebration Event where Trustees can meet our service users, volunteers, staff, partners, commissioners and key dignitaries.

Organisation and Decision Making

The Board of Trustees administers the charity. The Board normally meets every quarter. A Chief Executive Officer (CEO) is appointed by the Trustees to manage the day-to-day operations of the charity. From 2015 this position was taken up as a Job Share which continues to be highly effective. The Board sets up task and finish groups as and when needed to review any issues that occur in between the scheduled meetings to look at in depth and report back to the Board for the final decision making. The Board has the power to delegate some decision making to the task and finish groups as well as to the CEO's where it is deemed appropriate. The decision making is minuted.

The role of Company Secretary has been taken up by one of the paid CEO who reports to the Board on an ongoing basis. Whilst CEO's are supervised by a member of the Board, all other staff are supervised by the CEO's or a Line Manager. Individual work plans are linked to the Charity's forward plans through a process of annual appraisal, supplemented by biannual reviews and ad-hoc supervisions.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager with any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

Reference and administrative information

Charity Name: Diversity Matters North West Ltd
Charity Number: 1125544
Company Registration Number: 06442869

Directors and trustees

The directors of the charitable company (the Charity) are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Key management personnel: Trustees and Directors

Rehana Begum	Company Secretary	
Caroline Gregory	Chair of Trustees	
Penny Noel		(resigned May 2023, appointed April 2024)
Johura Khatoon		
Garry Hall	Treasurer	
Oluwatosin Lanlehin		
Mohammed Khan		
Halyma Begum		(resigned December 2023)
Asma Begum		
Muzahid Khan		(appointed June 2023)
Asma Rahman		(appointed May 2023, resigned June 2023)

Chief Executive

Rehana Begum	(Job Share)
Gemma Gaskell	(Job Share)

Registered Office

20 Great Norbury Street
Hyde
Cheshire
SK14 1BR

Independent Examiners

Community Accountancy Service Limited
The Grange
Pilgrim Drive
Beswick
Manchester
M11 3TQ

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham
B1 2HB

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Trustees' responsibilities in relation to the financial statements

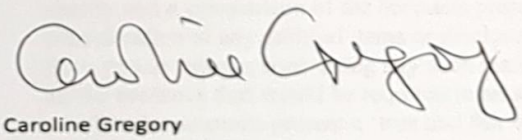
The charity trustees (who are also the directors of Diversity Matters North West Ltd for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- Select suitable accounting principles and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will not 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 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 charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board of trustees



Caroline Gregory

Chair

Date: 11th June 2024

Independent examiner's report to the trustees of DIVERSITY MATTERS NORTH WEST LTD

I report on the accounts of the company for the year ended 31st March 2024, which are set out on pages 11 to 25.

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity is required by company law to prepare accrued accounts and I am qualified to undertake the examination by being a qualified member of The Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act ;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:
(1) which gives me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006, ; and
- with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

AM King FCCA A.M.King
Community Accountancy Service Ltd
The Grange, Pilgrim Drive, Beswick, Manchester, M11 3TQ

Date: 11th June 2024

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024
(Including Income and Expenditure Account)

	Further Details	Unrestricted Funds £	Restricted Funds £	Total Funds Year Ended 31 March 2024 £	Total Funds Year Ended 31 March 2023 £
Income from:					
Donations and legacies	(3)	13,782	-	13,782	28,861
Charitable Activities	(4)	-	243,206	243,206	159,202
Other Trading Activities	(5)	17,307	-	17,307	2,785
Investment Income		2,587	-	2,587	239
Other Income		401	-	401	1,761
Total		34,077	243,206	277,283	192,848
Expenditure on:					
Raising Funds	(6)	3,450		3,450	7,073
Charitable Activities	(6)	58,593	239,286	297,879	288,211
Other	(6)	114		114	19
Total		62,157	239,286	301,443	295,303
Net income/(expenditure)		(28,080)	3,920	(24,160)	(102,455)
Transfers between funds	(17)	-	-	-	-
Net movement in funds		(28,080)	3,920	(24,160)	(102,455)
Reconciliation of funds					
Total funds brought forward	(17)	224,190	21,418	245,608	348,063
Total funds carried forward	(17)	196,110	25,338	221,448	245,608

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

The notes on pages 14 to 25 form part of these accounts.

BALANCE SHEET AS AT 31 MARCH 2024

Company Registration Number: 06442869

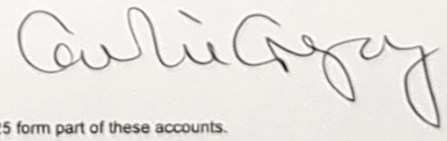
	Notes	2024 £	2023 £
Fixed assets:			
Tangible assets	(11)	502	4,041
Total fixed assets		502	4,041
Current assets:			
Stocks	(12)	-	-
Debtors	(13)	48,327	4,921
Cash at Bank & in Hand		226,386	239,103
Total current assets		274,713	244,024
Liabilities:			
Creditors: Amounts falling due within one year	(15)	53,767	2,457
Net current assets or liabilities		220,946	241,567
Total assets less current liabilities		221,448	245,608
Creditors: Amounts falling due after more than one year	(16)		
Provisions for liabilities		-	-
Total net assets or liabilities		221,448	245,608
The funds of the charity:			
Restricted income funds	(17)	25,338	21,418
Unrestricted income funds	(17)	196,110	224,190
Total charity funds		221,448	245,608

For the period in question the company was entitled to the exemption conferred by section 477 of the Companies Act 2006, and that no notice has been deposited under section 476 in relation to its accounts for the financial year; and the directors acknowledge their responsibilities for:
- complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

Approved by the trustees on 11th June 2024

Caroline Gregory Chair



The notes on pages 14 to 25 form part of these accounts.

Statement of Cash Flows for the year ending 31 March 2024

	Year Ended 31 March 2024 £	Year Ended 31 March 2023 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds	(24,160)	(102,455)
Add back depreciation	3,539	5,895
Deduct investment income	(2,587)	(239)
Decrease/(increase) in stocks	-	-
Decrease/(increase) in debtors	(43,406)	19,490
Increase/(decrease) in creditors	51,310	(33,538)
Net cash used in operating activities	(15,304)	(110,847)
Cash flows from investment activities:		
Interest	2,587	239
Purchase of fixed assets	-	(1,506)
Net cash provided by investing activities	2,587	(1,267)
Increase/(decrease) in cash and cash equivalents during the year	(12,717)	(112,114)
Cash and cash equivalents brought forward	239,103	351,217
Cash and cash equivalents carried forward	**226,386**	**239,103**

Notes to the accounts for the year ended 31st March 2024

1. Accounting policies

(a) Basis of preparation and assessment of going concern

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 notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

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

(b) Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There are 12 restricted funds.

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Further details of each fund are disclosed in note 17.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

(d) Expenditure Recognition

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 settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (g) below.

(e) Irrecoverable VAT

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

(f) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to independent examination and legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on type of expense. The allocation of support and governance costs is analysed in note 8.

(g) Costs of raising funds

The costs of raising funds consists of room hire and publicity.

(h) Charitable Activities

Costs of charitable activities include governance costs and an apportionment of support costs as shown in note 7.

Notes to the accounts for the year ended 31st March 2024

(i) Tangible fixed assets and depreciation
All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged on the following basis:
Computer Equipment 33.33% on cost

(j) Realised gains and losses
All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their varying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(k) Pensions
The trustees implemented an auto enrolment pension scheme from February 2017. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

(l) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

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

2. Related party transactions and trustees' expenses and remuneration
The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2023: £nil). Expenses paid to the trustees in the year totalled £nil (2023: £nil). The trustee expenses shown in these accounts is in respect of refreshments for trustee meetings.
Employees Afsana Begum and Sabina Begum are related to one of the Chief Executives.
The related Chief Executive is not allowed to take part in any discussions involving the pay of these related parties.

3. Donations, Legacies and General Grants

	Unrestricted Year Ended 31 March 2024 £	Restricted Year Ended 31 March 2024 £	Total Funds Year Ended 31 March 2024 £	Total Funds Year Ended 31 March 2023 £
Donations	942	-	942	7
Fundraising	340	-	340	-
General grants:				
Asian Business Leaders	-	-	-	2,176
GMCA: Ministry of Justice	-	-	-	13,565
GMCVO	-	-	-	950
Lloyds Bank Foundation	12,500	-	12,500	-
Manchester Alliance for Community Care	-	-	-	5,000
Tameside MBC: Digital Inclusion	-	-	-	7,163
	13,782	-	13,782	28,861

Notes to the accounts for the year ended 31st March 2024

3. Donations, Legacies and General Grants

Previous reporting period

	Unrestricted	Restricted	Total Funds
	Year Ended 31 March 2023	Year Ended 31 March 2023	Year Ended 31 March 2023
	£	£	£
Donations	7	-	7
General grants:			
Asian Business Leaders	2,176	-	2,176
GMCA: Ministry of Justice	13,565	-	13,565
GMCVO	950	-	950
Manchester Alliance for Community Care	5,000	-	5,000
Tameside MBC: Digital Inclusion	7,163	-	7,163
	28,861	-	28,861

Notes to the accounts for the year ended 31st March 2024

4. Income from charitable activities

	Unrestricted Year Ended 31 March 2024 £	Restricted Year Ended 31 March 2024 £	Total Funds Year Ended 31 March 2024 £	Total Funds Year Ended 31 March 2023 £
Restricted grants:				
The National Lottery Community Fund	-	-	-	87,755
The National Lottery Community Fund Reaching Communities	-	36,493	36,493	-
The National Lottery Community Fund Know Your Neighbour	-	22,247	22,247	-
Garfield Weston	-	-	-	18,333
Home Office	-	152,249	152,249	-
Peoples Health Trust	-	12,230	12,230	6,794
NHS GM Integrated Care	-	-	-	9,000
Tameside MBC: Winter Pressures Fund	-	-	-	5,426
Tameside MBC: Peer Mentoring	-	-	-	5,895
Action Together Core Grant	-	10,000	10,000	-
Action Together Community Wellbeing	-	9,987	9,987	-
Action Together Emergency Funds	-	-	-	24,999
Action Together - DA Project	-	-	-	1,000
	-	243,206	243,206	159,202

Previous reporting period

	Unrestricted Year Ended 31 March 2023 £	Restricted Year Ended 31 March 2023 £	Total Funds Year Ended 31 March 2023 £
Restricted grants:			
The National Lottery Community Fund	-	87,755	87,755
Garfield Weston	-	18,333	18,333
Peoples Health Trust	-	6,794	6,794
NHS GM Integrated Care	-	9,000	9,000
Tameside MBC: Winter Pressures Fund	-	5,426	5,426
Tameside MBC: Peer Mentoring	-	5,895	5,895
Action Together Emergency Funds	-	24,999	24,999
Action Together - DA Project	-	1,000	1,000
	-	159,202	159,202

Notes to the accounts for the year ended 31st March 2024

5. Income from other trading activities

	Unrestricted Year Ended 31 March 2024 £	Restricted Year Ended 31 March 2024 £	Total Funds Year Ended 31 March 2024 £	Total Funds Year Ended 31 March 2023 £
Fee income	17,227	-	17,227	1,870
Rental Income	80	-	80	915
	17,307	-	17,307	2,785

Previous reporting period

	Unrestricted Year Ended 31 March 2023 £	Restricted Year Ended 31 March 2023 £	Total Funds Year Ended 31 March 2023 £
Fee income	1,870	-	1,870
Rental Income	915	-	915
	2,785	-	2,785

Notes to the accounts for the year ended 31st March 2024

6. Expenditure

	Activities for the benefit of people living in Hyde and Tameside £	Year Ended 31 March 2024 £	Year Ended 31 March 2023 £
Expenditure on raising funds:			
Project Costs	120	120	4,128
Events	701	701	-
Publicity	1,504	1,504	1,290
Room hire	1,125	1,125	1,655
	3,450	3,450	7,073
Expenditure on charitable activities:			
Employment Costs	224,034	224,034	215,788
Training	3,258	3,258	110
Materials	1,325	1,325	-
Beneficiary Training	30,356	30,356	642
Beneficiary Travel	862	862	173
Childcare Costs	800	800	378
Volunteer Expenses	210	210	428
Refreshments	1,674	1,674	1,736
Bad Debts	30	30	-
Staff Travel	429	429	313
Bank Charges	220	220	206
Subscriptions	670	670	35
IT Maintenance	8,107	8,107	20,129
Repairs & Maintenance	170	170	182
Cleaning	266	266	130
Telephone	2,169	2,169	2,800
Insurance	2,124	2,124	1,883
Governance and Support Costs	15,232	15,232	35,583
Post, Printing & Stationery	2,404	2,404	1,800
Depreciation	3,539	3,539	5,895
	297,879	297,879	288,211
Other expenditure:			
Miscellaneous	114	114	19
	114	114	19
	301,443	301,443	295,303

	239,286	295,541
Restricted funds	62,157	(238)
Unrestricted funds	301,443	295,303

Notes to the accounts for the year ended 31st March 2024

7. Analysis of expenditure on charitable activities

As per note 6.

8. Allocation of governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown below:

	General Support	Governance	Total 2024	Basis of apportionment
Accountancy Fees	-	1,380	1,380	type of expense
Freelance & Consultancy	12,178	-	12,178	type of expense
Trustee Governance	-	68	68	type of expense
Professional Fees	35	-	35	type of expense
Payroll Bureau Charges	1,571	-	1,571	type of expense
	13,784	1,448	15,232	

Previous reporting period	General Support	Governance	Total 2023	Basis of apportionment
Accountancy Fees	-	960	960	type of expense
Accountancy Support	382	-	382	type of expense
Freelance & Consultancy	30,994	-	30,994	type of expense
Supervision	1,920	-	1,920	type of expense
Professional Fees	13	-	13	type of expense
Payroll Bureau Charges	1,279	-	1,279	type of expense
Occupational Health	35	-	35	type of expense
	34,623	960	35,583	

9. Analysis of staff costs

	Year Ended 31 March 2024	Year Ended 31 March 2023
	£	£
Wages and Salaries	207,403	199,834
Redundancy	-	-
Holiday Pay Accrual Adjustment	-	(135)
Social Security Costs	12,334	12,130
Pension Costs	4,297	3,824
	224,034	215,788
Support costs	-	-
Charitable activities	224,034	215,788
	224,034	215,788

The average number of employees during the year was 15 (previous year: 13).

The charity considers its key management personnel comprises the trustees and Chief Executive Officers. The total employment benefits, including employer pension contributions of the key management personnel were £40,154 (previous year: £43,760). No employee has benefits in excess of £60,000 (previous year: none).

Key management personnel are Gemma Gaskell and Rehana Begum. The figures above comprise 50% of each salary.

10. Independent Examiner Fees

	Year Ended 31 March 2024	Year Ended 31 March 2023
	£	£
Independent examination fees	1,380	960
	1,380	960

Notes to the accounts for the year ended 31st March 2024

11. Tangible Fixed Assets

	Computer Equipment	Total
	£	£
Cost		
At 1 April 2023	26,776	26,776
Additions	-	-
At 31 March 2024	26,776	26,776
Depreciation		
At 1 April 2023	22,735	22,735
Charge for Year	3,539	3,539
At 31 March 2024	26,274	26,274
NET BOOK VALUE		
At 31 March 2024	502	502
At 31 March 2023	4,041	4,041

12. Stocks

The organisation does not hold any stocks.

13. Analysis of debtors

	2024	2023
	£	£
Debtors	45,108	65
Prepayments	3,219	4,856
	48,327	4,921

Debtors and prepayments related to restricted funds £45,122 and unrestricted funds £3,205 (2023: £4,736/£185.

14. Creditors: amounts falling due within one year

	2024	2023
	£	£
Creditors	5,713	1,497
Short-term compensated absences (holiday pay)	-	-
Other creditors and accruals	1,203	960
Deferred income	46,851	-
	53,767	2,457

15. Deferred income

Deferred income comprises grants paid in advance.

Balance as at 1st April 2023	-
Amount released to income earned from charitable activities	-
Amount deferred in year	46,851
Balance at 31 March 2024	46,851

16. Creditors: amounts falling due after more than one year

	2024	2023
	£	£
Provisions for liabilities	-	-
	-	-

Notes to the accounts for the year ended 31st March 2024

17. Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1 April 2023	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
General Fund	136,232	34,077	(62,157)	(18,435)	89,717
Designated Funds	87,958	-	-	18,435	106,393
	224,190	34,077	(62,157)	-	196,110

Previous reporting period

	Balance at 1 April 2022	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
General Fund	117,709	33,646	238	(15,361)	136,232
Designated Funds	72,600	-	-	15,358	87,958
	190,309	33,646	238	(3)	224,190

Name of unrestricted fund:

General Fund

Designated Funds

Description, nature and purpose of the fund

The "free reserves" after allowing for all designated funds

For future redundancy and closure costs

Analysis of movements in restricted funds

	Balance at 1 April 2023	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
The National Lottery Community Fund	1,270	-	(1,270)	-	-
The National Lottery Community Fund Reaching Communities	-	36,493	(31,830)	-	4,663
The National Lottery Community Fund Know Your Neighbour	-	22,247	(22,130)	-	117
Home Office	-	152,249	(152,249)	-	-
Peoples Health Trust	1,873	12,230	(14,095)	-	8
Action Together Core Grant	-	10,000	(4,201)	-	5,799
Action Together Community Wellbeing	-	9,987	(8,624)	-	1,363
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Comic Relief Ministry of Justice	3,426	-	(3,426)	-	-
Action Together Befriending Matters	40	-	(40)	-	-
Action Together - DA Project	1,000	-	(1,000)	-	-
Action Together Emergency Funds	421	-	(421)	-	-
	21,418	243,206	(239,286)	-	25,338

Notes to the accounts for the year ended 31st March 2024

17. Analysis of charitable funds

Analysis of movements in restricted funds

Previous reporting period

	Balance at 1 April 2022	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
The National Lottery Community Fund	23,663	87,755	(110,148)	-	1,270
Active Communities Network Tackling Inequalities	6,132	-	(6,132)	-	-
GMCVO PIMH	2,077	-	(2,077)	-	-
Garfield Weston	1,667	18,333	(20,000)	-	-
GMCA Uplift	(3)	-	-	3	-
Peoples Health Trust	8,406	6,794	(13,327)	-	1,873
ROSA Small Wood Trust	32,773	-	(32,773)	-	-
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Leap Children and Family Centre	3,554	-	(3,554)	-	-
Comic Relief Ministry of Justice	38,535	-	(35,109)	-	3,426
WISH	538	-	(538)	-	-
NHS GM Integrated Care	-	9,000	(9,000)	-	-
Tameside MBC: Winter Pressures Fund	-	5,426	(5,426)	-	-
Tameside MBC: Peer Mentoring	-	5,895	(5,895)	-	-
Action Together Befriending Matters	24,076	-	(24,036)	-	40
Action Together - DA Project	-	1,000	-	-	1,000
Action Together Emergency Funds	2,948	24,999	(27,526)	-	421
	157,754	159,202	(295,541)	3	21,418

Notes to the accounts for the year ended 31st March 2024

Name of restricted fund:	Description, nature and purpose of the fund
The National Lottery Community Fund	to deliver an intensive, bespoke, Tameside-wide South Asian Women's Employment Readiness Project to tackle social isolation and cultural barriers to improve the skills and knowledge of marginalised, vulnerable women from minority ethnic backgrounds.
The National Lottery Community Fund Reaching Communities	emergency core funds to support the organisation to reduce reliance on grants and trust funding by developing alternate income generation streams, including sales of services, commissioning and fundraising and donations.
The National Lottery Community Fund Know Your Neighbour	to deliver a supported volunteering programme, building skills and confidence of South Asian women using a peer support model. Removing barriers and increasing integration and participation in community activitity.
Home Office	support for Women in Crisis, group activities and peer support, by and for work supporting South Asian women in crisis.
Peoples Health Trust	to deliver a weekly culturally sensitive, 'Women Matters Hub' building confidence, improving wellbeing and gaining peer support
Action Together Core Grant	emergency core funds to support the organisation to reduce reliance on grants and trust funding by developing alternate income generation streams, including sales of services, commissioning and fundraising and donations.
Action Together Community Wellbeing	delivering a Bereavement Support Project for South Asian communities, raising awareness of the impact of grief and loss and providing local counselling sessions with language support. Working in partnership with Mind Tameside Oldham and Glossop.
NHS Tameside & Glossop CCG	to support the core costs of rent and running the centre.
Comic Relief Ministry of Justice	for a Peer support project working with trained volunteers from the South Asian community to offer culture and faith sensitive support to other Bengali, Indian and Pakistani women in crisis. Providing an opportunity for women to talk in confidence to someone who understands the cultural sensitivity around mental health and domestic abuse.
Action Together Befriending Matters	to provide a telephone and face to face befriending service to anyone in Tameside who feels that they are vulnerable or experiencing loneliness or isolation.
Action Together - DA Project	funding for a women's picnic event to raise awareness of DA and support available.
Action Together Emergency Funds	crisis support funds to help running costs post COVID pandemic, developing plans for future sustainability. The balance on this fund represents future depreciation.

Notes to the accounts for the year ended 31st March 2024

18. Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
Tangible fixed assets	291	-	211	502
Cash at bank and in hand	89,371	106,393	30,622	226,386
Other net current assets/(liabilities)	55	-	(5,495)	(5,440)
Creditors of more than one year	-	-	-	-
Total	89,717	106,393	25,338	221,448

Previous reporting period

	Unrestricted funds	Designated funds	Restricted funds	Total 2023
	£	£	£	£
Tangible fixed assets	583	-	3,458	4,041
Cash at bank and in hand	136,687	87,958	14,458	239,103
Other net current assets/(liabilities)	(1,038)	-	3,502	2,464
Creditors of more than one year	-	-	-	-
Total	136,232	87,958	21,418	245,608

19. Financial Instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised on a transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at an amortised cost using the effective interest method.

20 Operating Lease Commitments

At 31 March 2024 the charity had future minimum lease payments under non-cancellable operation leases, as follows:

	2024	2023
	£	£
Not later than 1 year	-	594
Later than 1 year and not later than 5 years	-	-

The lease is now on a rolling one month contract.
Lease payments in these accounts comprise £880 within Post, Printing & Stationery.

Income and Expenditure Account

	Year Ended 31 March 2024 £	Year Ended 31 March 2023 £
Income		
Donations	942	7
Fundraising	340	-
Investment Income	2,587	239
Other Income	401	1,761
General grants:		
Asian Business Leaders	-	2,176
GMCA: Ministry of Justice	-	13,565
GMCVO	-	950
Lloyds Bank Foundation	12,500	-
Manchester Alliance for Community Care	-	5,000
Tameside MBC: Digital Inclusion	-	7,163
Restricted grants:		
The National Lottery Community Fund	-	87,755
The National Lottery Community Fund Reaching Communities	36,493	-
The National Lottery Community Fund Know Your Neighbour	22,247	-
Garfield Weston	-	18,333
Home Office	152,249	-
Peoples Health Trust	12,230	6,794
NHS GM Integrated Care	-	9,000
Tameside MBC: Winter Pressures Fund	-	5,426
Tameside MBC: Peer Mentoring	-	5,895
Action Together Core Grant	10,000	-
Action Together Community Wellbeing	9,987	-
Action Together Emergency Funds	-	24,999
Action Together - DA Project	-	1,000
Fee income	17,227	1,870
Rental Income	80	915
Total Income	**277,283**	**192,848**
Expenditure	120	4,128
Project Costs	701	-
Events	1,504	1,290
Publicity	1,125	1,655
Room hire	224,034	215,788
Employment Costs	3,258	110
Training	1,325	-
Materials	30,356	642
Beneficiary Training	862	173
Beneficiary Travel	800	378
Childcare Costs	210	428
Volunteer Expenses	1,674	1,736
Refreshments	30	-
Bad Debts	429	313
Staff Travel	220	206
Bank Charges	670	35
Subscriptions	8,107	20,129
IT Maintenance	170	182
Repairs & Maintenance	266	130
Cleaning	2,169	2,800
Telephone	2,124	1,883
Insurance	15,232	35,583
Governance and Support Costs	2,404	1,800
Post, Printing & Stationery	3,539	5,895
Depreciation	114	19
Miscellaneous	**301,443**	**295,303**
Total Expenditure		
Surplus/(deficit for year)	(24,160)	(102,455)

DIVERSITY MATTERS NORTH WEST LTD

England & Wales - Charity number 1125544

Accounts

DIVERSITY MATTERS NORTH WEST LTD

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

Registered Charity No. 1125544
Company Registration No. 06442869

DIVERSITY MATTERS NORTH WEST LTD

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DIVERSITY MATTERS NORTH WEST LTD

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

The trustees present their annual directors' report and financial statements of the charity for the year ended 31st March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Diversity Matters North West Ltd.'s Objectives are to:

- Tackle issues that impact on people's health and well-being.
- Provide targeted support for disadvantaged and excluded groups.
- Promote improved community cohesion.

Our Values:

- We empower the people we work with, individually and collectively, by encouraging them to build with confidence on the skills and knowledge that they already have.
- We share the ideas and agenda of localism- don't do something for people they can do themselves.
- We listen to the views of the people within the community we serve, being informed, and led by their expressed needs.
- We are sensitive towards their faith and culture, although we will not normally undertake work that is faith specific.
- We strive to be honest and transparent about our intentions, so it is easier for the people we work with, and for our partner agencies, to know where they stand with us.
- We involve community members in decision making, volunteering, training, and paid employment.

The trustees confirm that they have continued to refer to the Charity Commission's guidance on public benefit, planning future activities and setting the policies for the year.

Our activities, policies, strategies, workforce development and recruitment are all underpinned by our values. It is the fabric that brings together all aspects of our work whether that is operational activities or external partnership working. As an organisation working within minority communities, it is paramount we ensure the safety and protection of vulnerable people when they are engaging in the activities and services of the Charity.

Many of our service users who engage with us have multiple support needs including mental health issues, isolation and loneliness, this has often resulted from delayed or lack of opportunities to socialise outside the domestic space and integrate into society. By offering localised provisions, reducing barriers or criteria that restrict engagement and working with partners, we are able to engage with women soon after they move into the area as a result of arranged marriages from rural Sylhet. This enables women to integrate into the local community and help reduce social isolation early on before they develop serious health concerns, reducing the long-term impact on health services.

DIVERSITY MATTERS NORTH WEST LTD

We work holistically with women to support and empower them to identify their needs, build their confidence and develop the skills for future employment.

We work alongside the local community and service providers to reduce barriers for women experiencing racial inequalities to access the services they need and the opportunities which will allow them to progress, ultimately supporting them to fulfil their potential.

2022 saw the lifting of the government restriction since COVID 19 begun. This meant our services could run at full capacity once again with a new hybrid delivery offer.

As we came out of the pandemic and the cost-of-living crisis grew, we saw demand for our services rise in line with this, whilst simultaneously accessible funding depleted. We encountered fierce competition in securing funds for the longer-term viability of the Charity, subsequently, senior managers along with the Board of Trustee pooled our focus on sustainability. For the first time, the Charity appointed a Business Development Officer to focus on implementing our fundraising strategy and plan to increase our capabilities in generating unrestricted income. Using our unrestricted reserve, the trustees have been able to secure staff employment and continue to deliver vital services for the local communities. We remained resilient, we remained strong, our doors were kept open for those in our communities that needed us the most.

We have close working relationships with over 30 VCSE, public and private sector organisations in Tameside, exchanging referrals for services and collaborating on delivery. We sit on around 20 strategic and operational partnership in Tameside and Greater Manchester. We work with local partners to utilise existing places and spaces. This includes using external venues to deliver some of our core activities creating a familiar environment for the women to meet independently from DMNW. This has strengthened relationships with local agencies, business, community groups and residents.

The charity furthers its charitable purposes for the public benefit through key achievements this year, including:

- One of our CEO's was nominated and recognised by partners, for the work that DMNW does with developing, empowering and enabling women from minority communities in their journey to future employment. She attended a Royal reception hosted by King Charles III and The Queen Consort, Camilla at the Royal Palace of Holyroodhouse in Edinburgh. This was to celebrate the contributions of the British South – East Asian communities in the UK. The Kings first official engagement since the period of royal mourning.

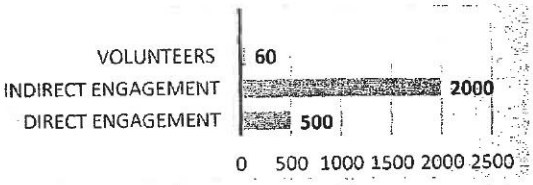
- Launch of our new, multilingual website to ensure ease and accessibility.
- Implementation of a new integrated telephone system to support hybrid working.
- Development of a new database streamlining our data monitoring processes.
- Launch of our new social enterprise, women's interpreting service.
- Successful recruitment of a Business Development Officer to help bring in different sources and longer-term income to maintain the core services of the Charity.
- Expanded our pool of bilingual casual workers to provide first steps into employment for local women from minority ethnic backgrounds to support the work of the Charity.
- Continued to maintain our living wage status.
- Successful accreditation with Cyber Essentials.
- Successfully achieving the Quality in Action Award.

- Developed new partnership with local community organisations and started our first older men's wellbeing group in Hyde to tackle the cost-of-living crisis and provide a safe space for tackling loneliness and isolation.
- We developed and delivered a bespoke training package to Junior Doctors around domestic abuse in South Asian communities.
- Secured funding from:
    - Tameside Council for work around
        - Digital Inclusion
        - Supporting elderly residents with isolation and loneliness
        - Crisis support for south Asian women
    - Action Together for work around
        - Befriending
        - Domestic abuse awareness raising
    - GMCA- Supporting south Asian women in crisis
    - Garfield Weston- Health and wellbeing activities for south Asian women
    - Active Communities Network- sports activities
    - People's health trust- Running a women's hub and holiday activities
    - MACC cost of living grant- to support with our health and wellbeing activities
    - CCG- Mental health awareness raising

A review of our achievements and performance

The main achievements during the year were as above and in addition:

- Successful completion and submission of end of project reports for Pennine Care, The National Lottery Community Fund, Comic Relief, Ministry of Justice, TMBC, Action Together Community Wellbeing fund, GMCA.
- Successfully achieved funding for our new women's matters project, IT literacy programme and funds to continue our peer mentor project.
- Successful set up of our pilot access support service where we trained and recruited 5 sessional bilingual workers who supported 30 women from the local minority community, delivering 138 appointments, equating to over 220 hours of support. The workers handheld women into the right services, removing barriers and challenges they faced so they can get the help and support they need, when they need it. "I was so lost and stressing until my friend's daughter told me you provide help here. I am grateful to her for recommending me this place. You are really a life saver."
- Using our 'Grow our own approach' we successfully expanded our pool of sessional workers in a variety of roles including admin, marketing, community development and training facilitators, providing a much needed first step into employment for many of the women we support.
- Over 500 people from minority communities engaged directly into our services during 22-23, including 60 volunteers and a further 2000 indirectly engaged at events, networks, groups and general outreach across Tameside, supporting people to access the appropriate services. "Learning English is important to me, and my confidence level is getting better so I feel more able to tackle everyday things by myself."



- Just in our final year of the lottery funded training and learning support project we ran over 435 sessions which had over 4,271 attendances! "I am happy to start college now to continue to progress my learning" RB. "my daughter was choking and I had to perform first aid quickly, I was so glad I just did the training, it saved my daughter's life". 55 women from minority communities successfully secured their first job, providing much needed income during the cost-of-living crisis! "I have managed to

secure job in very short time which I am very proud of myself. Thank you" (Service User)

- Within our Peer Mentor Project, we reached 150 individual women from South Asian communities who described themselves as 'in crisis'. 92% of these women advised that they had an increased sense of wellbeing and 100% advised that they knew more about support services around domestic abuse and mental health since engaging in the project. "I feel that I am being listened to and my opinion matters, I have never done anything like this before".
- Signposted and referred over 218 people, 256 times to external support services. 33% were actual referrals into services for food banks, citizen advice, healthy minds, training, and volunteering opportunities.
- At a time where funding is scarce, the demand for our service has increased. Our reach has continued to expand across more communities and different ethnic backgrounds including, Bangládeshi, Pakistani, Indian, Kurdish, Black African, Nigerian, Arabian and Afghani.
- We have continued to be a Disability Confident Committed employer, Living Wage employer and a supporter of the Greater Manchester's Good Employment Charter.
- Our volunteer celebration saw the Vice Lord Lieutenant of Greater Manchester award our volunteers with certificates.

Financial review

- Funds as at 31st March 2023 amounted to £245,608 of which £21,418 were restricted.
- Restricted funds held at the end of the year have been carried forward for the continuation of the specific projects.
- Unrestricted surplus reserves have been allocated to cover gaps in salaries until funding can be sourced. This also covers expenditures for core running costs and overheads that are not currently covered under secured grants. The Board agreed to cover costs of running the women's interpreting and translation services and associated expenses as part of the Charity's income generation strategy. Due to the loss of the public sector contract, the Board allocated funds from unrestricted reserves to deliver a skeletal health and wellbeing programme for minority ethnic communities in Tameside.
- The Board have agreed plans to use any surplus free reserves to further the charitable objects, including plugging gaps in staff salaries, direct project costs and core running.

Investment powers and policy

The trustees have an investment policy.

Reserves policy and going concern

The balance held in reserves at 31st March 2023 was £136,232 of which £135,649 are free reserves after allowing for funds tied up in fixed assets.

General Reserve

The Charity will seek, where possible, to maintain a general reserve equivalent to its total running costs for a period of no less than three or no more than six months. Where the general reserve falls below this figure, the Board will consider ways to generate increased reserve

funds. Where the general reserve rises above the higher figure, the Board will consider ways to spend the surplus funds in furtherance of the Charity's objects.

Designated Funds

The Charity will designate specific reserve funds only in the event of an imminent and quantifiable liability, such as anticipated redundancy of specific posts or repair and removal costs on expiry of lease.

The Charity's main source of income is grants and fees. The Trustees consider that it is appropriate to prepare the accounts on a going concern basis and, consequently, the accounts do not include any adjustments that would be necessary if these sources of income should cease.

Risk management

The Board has established systems to mitigate the risks the Charity faces. Internal control risks are minimised by the implementation of financial procedures. All major projects and funding applications are authorised at Board level. Procedures are in place to ensure compliance with health and safety of staff, volunteers and service users. All policies and procedures are periodically reviewed to ensure that they continue to meet the needs of the Charity and are in line with government guidelines. The Board also works in line with the NCVO Charity governance code.

Revised strategies, policies and procedures were agreed. Polices revised included: Confidentiality, Data Breach, Environmental Protection, Domestic Abuse, Quality Assurance, Record Keeping, Personal Data and Individual Rights, Safeguarding adults and children policy and procedures.

New policies included Domestic Abuse Protocols, It Acceptable Use, Menopause, Sickness and Absence.

In all areas of our work and activities, we ensure the protection of vulnerable people.

Plans for Future Periods

Trustees and senior managers continue to support staff with mental wellbeing in the workplace and to adopt hybrid working to provide services meeting the needs and demands of our communities.

We continue to be guided by our board of trustees ensuring we are continuously and consistently meeting the charitable objects, abiding by both Charity Commission and Companies House regulations as well as our legal obligations. This year has had greater focus on sustainability and diversifying our income streams with a distinct focus on generating unrestricted reserves. We have made further positive steps including;

- Plans in place to conduct an organisational strengths review.
- Implement a workforce development and training plan.
- Conduct staff re-structure.
- Implement our fundraising strategy and plan for generating unrestricted income.
- Focus on applying for funds and grants that allow for full cost recovery and build unrestricted funds.
- Secure funding from public sector procurement platforms

- Secure buyers for our new start up a women's interpreting and translation service which provides first steps into employment for women and a viable income generation for the Charity.
- Continuing to deliver our bespoke training programmes to further assist with generating future income.
- Continue to invest in our 'Grow our own' approach to develop our future workforce and enable those furthest removed from the labour market to move closer to accessing training, developing skills and knowledge for future employment.
- Continue to run our core projects and activities seeking funding to cover costs.
- Continue to develop strategic relationships across Greater Manchester.

Structure, governance and management

Diversity Matters North West Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 23/11/2007 and subsequently updated Articles dated August 2020. It is registered as a charity with the Charity Commission and is constituted under a trust deed dated 03/12/2007.

Appointment of trustees

Under the requirements of the Memorandum and Articles of Association, members of the board are appointed for a 3 – year term and can serve up to a maximum of 10 years. The board is responsible for appointing the trustees.

Trustee induction and training

The directors of the company are also charity trustees for the purposes of charity law and, under the company's articles, are known as members of the Board. The Board give their time voluntarily and receive no benefits from the charity.

Although new members may be elected to the Board at the general meetings, the Board more commonly recruits new members through a process of recommendation, application, interview and co-option. Persons can only become trustees if approved by two thirds of the Board. The Board seeks to maintain a membership of between 6 and 10, with a balance of local residents and local workers, whilst ensuring as far as possible some specialist knowledge of the Charity's field of work and of generic issues such as finance, law and public service commissioning. The number of trustees cannot fall below 3 but has no maximum.

Organisation

The board of trustees administers the charity. The board normally meets every quarter. A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. From 2015 this position was taken up as a Job Share which continues to be highly effective. They operate a human resources sub-committee and finance, fundraising committee to review any such issues in depth and report back to the board for the final decision making. Additional working groups have been established as required is task and finish key areas of work. The role of Company Secretary has been taken up by one of the paid chief executives who reports to the board on an ongoing basis. Whilst Chief Officers are supervised by a member of the Board, all other staff are supervised by the Chief Officers or a Line Manager. Individual work plans are linked to the Charity's forward plans through a process of annual appraisal, supplemented by biannual reviews and ad-hoc supervisions.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager with any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

Reference and administrative information

Charity Name: Diversity Matters North West Ltd
Charity Number: 1125544
Company Registration Number: 06442869

Directors and trustees

The directors of the charitable company (the Charity) are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Key management personnel: Trustees and Directors

Rehana Begum	Company Secretary	
Caroline Gregory	Chair of Trustees	
Penny Noel		(resigned May 2023)
Johura Khatoon		
Daniel McLoughlin	Vice Chair	(resigned March 2023)
Garry Hall	Treasurer	
Oluwatosin Lanlehin		
Mohammed Khan		
Halyma Begum		
Asma Begum		
Lorraine Martin-Denham		(resigned June 2022)
Muzahid Khan		(appointed June 2023)
Asma Rahman		(appointed May 2023, resigned June 2023)

Chief Executive

Rehana Begum	(Job Share)
Gemma Gaskell	(Job Share)

Registered Office

20 Great Norbury Street
Hyde
Cheshire
SK14 1BR

Independent Examiners

Community Accountancy Service Limited
The Grange
Pilgrim Drive
Beswick
Manchester
M11 3TQ

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham
B1 2HB

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Trustees responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Diversity Matters North West Ltd for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- Select suitable accounting principles and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is appropriate 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 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 charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board of trustees

Caroline Gregory

Chair

Date: 7th September 2023

Independent examiner's report to the trustees of DIVERSITY MATTERS NORTH WEST LTD

I report on the accounts of the company for the year ended 31st March 2023, which are set out on pages 11 to 25.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity is required by company law to prepare accrued accounts and I am qualified to undertake the examination by being a qualified member of The Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act ;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006, ; and
- with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

AM King FCCA A.M. King
Community Accountancy Service Ltd
The Grange, Pilgrim Drive, Beswick, Manchester, M11 3TQ

Date: 7th September 2023

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

(Including Income and Expenditure Account)

	Further Details	Unrestricted Funds £	Restricted Funds £	Total Funds Year Ended 31 March 2023 £	Total Funds Year Ended 31 March 2022 £
Income from:					
Donations and legacies	(3)	28,861	-	28,861	81,924
Charitable Activities	(4)	-	159,202	159,202	342,774
Other Trading Activities	(5)	2,785	-	2,785	1,196
Investment Income		239	-	239	-
Other Income		1,761	-	1,761	-
Total		33,646	159,202	192,848	425,894
Expenditure on:					
Raising Funds	(6)	-	7,073	7,073	2,146
Charitable Activities	(6)	(238)	288,449	288,211	272,984
Other	(6)	-	19	19	62
Total		(238)	295,541	295,303	275,192
Net income/(expenditure)		33,884	(136,339)	(102,455)	150,702
Transfers between funds	(17)	(3)	3	-	-
Net movement in funds		33,881	(136,336)	(102,455)	150,702
Reconciliation of funds					
Total funds brought forward	(17)	190,309	157,754	348,063	197,361
Total funds carried forward	(17)	224,190	21,418	245,608	348,063

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

The notes on pages 14 to 25 form part of these accounts.

BALANCE SHEET AS AT 31 MARCH 2023

Company Registration Number: 06442869

	Notes	2023 £	2022 £
Fixed assets:			
Tangible assets	(11)	4,041	8,430
Total fixed assets		4,041	8,430
Current assets:			
Stocks	(12)	-	-
Debtors	(13)	4,921	24,411
Cash at Bank & in Hand		239,103	351,217
Total current assets		244,024	375,628
Liabilities:			
Creditors: Amounts falling due within one year	(15)	2,457	35,995
Net current assets or liabilities		241,567	339,633
Total assets less current liabilities		245,608	348,063
Creditors: Amounts falling due after more than one year	(16)		
Provisions for liabilities		-	-
Total net assets or liabilities		245,608	348,063
The funds of the charity:			
Restricted income funds	(17)	21,418	157,754
Unrestricted income funds	(17)	224,190	190,309
Total charity funds		245,608	348,063

For the period in question the company was entitled to the exemption conferred by section 477 of the Companies Act 2006, and that no notice has been deposited under section 476 in relation to its accounts for the financial year; and the directors acknowledge their responsibilities for:
- complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

Approved by the trustees on 7th September 2023.

Caroline Gregory Chair

The notes on pages 14 to 25 form part of these accounts.

Statement of Cash Flows for the year ending 31 March 2023

	Year Ended 31 March 2023 £	Year Ended 31 March 2022 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds	(102,455)	150,702
Add back depreciation	5,895	5,349
Deduct investment income	(239)	-
Decrease/(increase) in stocks	-	-
Decrease/(increase) in debtors	19,490	(20,595)
Increase/(decrease) in creditors	(33,538)	28,694
Net cash used in operating activities	(110,847)	164,150
Cash flows from investment activities:		
Interest	239	-
Purchase of fixed assets	(1,506)	(9,063)
Net cash provided by investing activities	(1,267)	(9,063)
Increase/(decrease) in cash and cash equivalents during the year	(112,114)	155,087
Cash and cash equivalents brought forward	351,217	196,130
Cash and cash equivalents carried forward	**239,103**	**351,217**

Notes to the accounts for the year ended 31st March 2023

1. Accounting policies

(a) Basis of preparation and assessment of going concern

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 notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

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

(b) Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There are 17 restricted funds.

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Further details of each fund are disclosed in note 17.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

(d) Expenditure Recognition

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 settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (g) below.

(e) Irrecoverable VAT

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

(f) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to independent examination and legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on type of expense. The allocation of support and governance costs is analysed in note 8.

(g) Costs of raising funds

The costs of raising funds consists of room hire and publicity.

(h) Charitable Activities

Costs of charitable activities include governance costs and an apportionment of support costs as shown in note 7.

Notes to the accounts for the year ended 31st March 2023

(i) Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged on the following basis:

Computer Equipment 33.33% on cost

(j) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their varying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(k) Pensions

The trustees implemented an auto enrolment pension scheme from February 2017. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

(l) Debtors

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

(m) Creditors and provisions

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

2. Related party transactions and trustees' expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2022: £nil). Expenses paid to the trustees in the year totalled £nil (2022: £nil). The trustee expenses shown in these accounts is in respect of refreshments for trustee meetings.

Employee Ambia Begum is the sister in law of a trustee and self-employed consultant Oren McLoughlin is the son of a trustee. The related trustees are not allowed to take part in any discussions involving the pay of these related parties.

3. Donations, Legacies and General Grants

	Unrestricted Year Ended 31 March 2023	Restricted Year Ended 31 March 2023	Total Funds Year Ended 31 March 2023	Total Funds Year Ended 31 March 2022
	£	£	£	£
Donations	7	-	7	70
General grants:				
Women's Digital Entrepreneurship Project	-	-	-	1,124
Active Communities Network	-	-	-	2,525
Asian Business Leaders	2,176	-	2,176	-
GMCA: Ministry of Justice	13,565	-	13,565	-
GMCVO	950	-	950	-
NHS Tameside & Glossop CCG	-	-	-	20,000
Tameside MBC Self-Isolation Project	-	-	-	10,000
Tameside MBC Discretionary Grant	-	-	-	3,453
Tameside MBC Infection Control	-	-	-	12,287
Tameside MBC	-	-	-	2,037
Tameside MBC	-	-	-	428
Manchester Alliane for Community Care	5,000	-	5,000	-
Tameside MBC: Digital Inclusion	7,163	-	7,163	-
Pennine Care	-	-	-	30,000
	28,861	-	28,861	81,924

Notes to the accounts for the year ended 31st March 2023

3. Donations, Legacies and General Grants

Previous reporting period

	Unrestricted Year Ended 31 March 2022	Restricted Year Ended 31 March 2022	Total Funds Year Ended 31 March 2022
	£	£	£
Donations	70	-	70
General grants:			
Women's Digital Entrepreneurship Project	1,124	-	1,124
Active Communities Network	2,525	-	2,525
NHS Tameside & Glossop CCG	20,000	-	20,000
Tameside MBC Self-Isolation Project	10,000	-	10,000
Tameside MBC Discretionary Grant	3,453	-	3,453
Tameside MBC Infection Control	12,287	-	12,287
Tameside MBC	2,037	-	2,037
Tameside MBC	428	-	428
Pennine Care	30,000	-	30,000
	81,924	-	81,924

Notes to the accounts for the year ended 31st March 2023

4. Income from charitable activities

	Unrestricted Year Ended 31 March 2023	Restricted Year Ended 31 March 2023	Total Funds Year Ended 31 March 2023	Total Funds Year Ended 31 March 2022
	£	£	£	£
Restricted grants:				
The National Lottery Community Fund	-	87,755	87,755	92,138
Active Communities Network Tackling Inequalities	-	-	-	7,213
Leap Children and Family Centre	-	-	-	6,817
Comic Relief Ministry of Justice	-	-	-	83,882
Comic Relief	-	-	-	3,081
GMCVO MHSF	-	-	-	5,184
GMCVO PIMH	-	-	-	7,500
The Big Life Group (Mind Matters)	-	-	-	5,000
Garfield Weston	-	18,333	18,333	1,667
GMCA Uplift	-	-	-	10,000
Peoples Health Trust	-	6,794	6,794	8,406
ROSA Small Wood Trust	-	-	-	50,000
NHS GM Integrated Care	-	9,000	9,000	-
Tameside MBC: Winter Pressures Fund	-	5,426	5,426	-
Tameside MBC: Barriers	-	-	-	4,999
Tameside MBC: Peer Mentoring	-	5,895	5,895	-
Action Together Befriending Matters	-	-	-	24,090
Action Together Emergency Funds	-	24,999	24,999	24,999
Action Together Sport England	-	-	-	7,798
Action Together - DA Project	-	1,000	1,000	-
	-	159,202	159,202	342,774

Previous reporting period

	Unrestricted Year Ended 31 March 2022	Restricted Year Ended 31 March 2022	Total Funds Year Ended 31 March 2022
	£	£	£
Restricted grants:			
The National Lottery Community Fund	-	92,138	92,138
Active Communities Network Tackling Inequalities	-	7,213	7,213
Leap Children and Family Centre	-	6,817	6,817
Comic Relief Ministry of Justice	-	83,882	83,882
Comic Relief	-	3,081	3,081
GMCVO MHSF	-	5,184	5,184
GMCVO PIMH	-	7,500	7,500
The Big Life Group (Mind Matters)	-	5,000	5,000
Garfield Weston	-	1,667	1,667
GMCA Uplift	-	10,000	10,000
Peoples Health Trust	-	8,406	8,406
ROSA Small Wood Trust	-	50,000	50,000
Tameside MBC: Barriers	-	4,999	4,999
Action Together Befriending Matters	-	24,090	24,090
Action Together Emergency Funds	-	24,999	24,999
Action Together Sport England	-	7,798	7,798
	-	342,774	342,774

Notes to the accounts for the year ended 31st March 2023

5. Income from other trading activities

	Unrestricted Year Ended 31 March 2023	Restricted Year Ended 31 March 2023	Total Funds Year Ended 31 March 2023	Total Funds Year Ended 31 March 2022
	£	£	£	£
Fee income	1,870	-	1,870	1,116
Rental Income	915	-	915	80
	2,785	-	2,785	1,196

Previous reporting period

	Unrestricted Year Ended 31 March 2022	Restricted Year Ended 31 March 2022	Total Funds Year Ended 31 March 2022
	£	£	£
Fee income	1,116	-	1,116
Rental Income	80	-	80
	1,196	-	1,196

Notes to the accounts for the year ended 31st March 2023

6. Expenditure

	Activities for the benefit of people living in Hyde and Tameside	Year Ended 31 March 2023	Year Ended 31 March 2022
	£	£	£
Expenditure on raising funds:			
Project Costs	4,128	4,128	1,292
Publicity	1,290	1,290	824
Room hire	1,655	1,655	30
	7,073	7,073	2,146
Expenditure on charitable activities:			
Employment Costs	215,788	215,788	214,743
Training	110	110	35
Translation Fees	-	-	84
Beneficiary Training	642	642	1,380
Beneficiary Travel	173	173	-
Childcare Costs	378	378	-
Volunteer Expenses	428	428	373
Refreshments	1,736	1,736	795
Minor Equipment	-	-	306
Staff Travel	313	313	247
Bank Charges	206	206	195
Subscriptions	35	35	336
IT Maintenance	20,129	20,129	16,592
Repairs & Maintenance	182	182	-
Cleaning	130	130	280
Telephone	2,800	2,800	2,651
Insurance	1,883	1,883	1,788
Governance and Support Costs	35,583	35,583	24,719
Post, Printing & Stationery	1,800	1,800	3,111
Depreciation	5,895	5,895	5,349
	288,211	288,211	272,984
Other expenditure:			
Miscellaneous	19	19	62
	19	19	62
	295,303	295,303	275,192
Restricted funds		295,541	260,989
Unrestricted funds		(238)	14,203
		295,303	275,192

Notes to the accounts for the year ended 31st March 2023

7. Analysis of expenditure on charitable activities

As per note 6.

8. Allocation of governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown below:

	General Support	Governance	Total 2023	Basis of apportionment
Accountancy Fees	-	960	960	type of expense
Accountancy Support	382	-	382	type of expense
Freelance & Consultancy	30,994	-	30,994	type of expense
Supervision	1,920	-	1,920	type of expense
Professional Fees	13	-	13	type of expense
Payroll Bureau Charges	1,279	-	1,279	type of expense
Occupational Health	35	-	35	type of expense
	34,623	960	35,583	

Previous reporting period

	General Support	Governance	Total 2022	Basis of apportionment
Accountancy Fees	-	984	984	type of expense
DBS Fees	16	-	16	type of expense
Consultancy	19,836	-	19,836	type of expense
Supervision	2,710	-	2,710	type of expense
Payroll Bureau Charges	791	-	791	type of expense
Occupational Health	264	-	264	type of expense
Trustee Expenses	-	118	118	type of expense
	23,617	1,102	24,719	

9. Analysis of staff costs

	Year Ended 31 March 2023	Year Ended 31 March 2022
	£	£
Wages and Salaries	199,969	197,590
Redundancy	-	-
Holiday Pay Accrual Adjustment	(135)	-
Social Security Costs	12,130	13,004
Pension Costs	3,824	4,149
	215,788	214,743
Support costs	-	-
Charitable activities	215,788	214,743
	215,788	214,743

The average number of employees during the year was 13 (previous year: 14). FTE (2022: 9.8)
The charity considers its key management personnel comprises the trustees and Chief Executive Officers. The total employment benefits, including employer pension contributions of the key management personnel were £43,760 (previous year: £39,433). No employee has benefits in excess of £60,000 (previous year: none).
Key management personnel are Gemma Gaskell and Rehana Begum. The figures above comprise 50% of each salary.

10. Independent Examiner Fees

	Year Ended 31 March 2023	Year Ended 31 March 2022
	£	£
Independent examination fees	960	984
	960	984

Notes to the accounts for the year ended 31st March 2023

11. Tangible Fixed Assets

	Computer Equipment	Total
Cost	£	£
At 1 April 2022	25,270	25,270
Additions	1,506	1,506
At 31 March 2023	26,776	26,776
Depreciation		
At 1 April 2022	16,840	16,840
Charge for Year	5,895	5,895
At 31 March 2023	22,735	22,735
NET BOOK VALUE		
At 31 March 2023	4,041	4,041
At 31 March 2022	8,430	8,430

12. Stocks

The organisation does not hold any stocks.

13. Analysis of debtors

	2023	2022
	£	£
Debtors	65	22,900
Prepayments	4,856	1,511
Other debtors		-
	4,921	24,411

Debtors and prepayments related to restricted funds £4,736 and unrestricted funds £185 (2022: £311/£24,100).

14. Creditors: amounts falling due within one year

	2023	2022
	£	£
Creditors	1,497	16,567
Short-term compensated absences (holiday pay)	-	135
Other creditors and accruals	960	960
Deferred income	-	18,333
	2,457	35,995

15. Deferred income

Deferred income comprises grants paid in advance.	
Balance as at 1st April 2022	18,333
Amount released to income earned from charitable activities	(18,333)
Amount deferred in year	-
Balance at 31 March 2023	-

16. Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Provisions for liabilities	-	-
	-	-

Notes to the accounts for the year ended 31st March 2023

17. Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1 April 2022	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
General Fund	117,709	33,646	238	(15,361)	136,232
Designated Funds	72,600	-	-	15,358	87,958
	190,309	33,646	238	(3)	224,190

Previous reporting period

	Balance at 1 April 2021	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
General Fund	48,571	83,120	(14,203)	221	117,709
Designated Funds	73,412	-	-	(812)	72,600
	121,983	83,120	(14,203)	(591)	190,309

Name of unrestricted fund:	Description, nature and purpose of the fund
General Fund	The "free reserves" after allowing for all designated funds
Designated Funds	For future redundancy and closure costs

Analysis of movements in restricted funds

	Balance at 1 April 2022	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
The National Lottery Community Fund	23,663	87,755	(110,148)	-	1,270
Active Communities Network Tackling Inequalities	6,132	-	(6,132)	-	-
GMCVO PIMH	2,077	-	(2,077)	-	-
Garfield Weston	1,667	18,333	(20,000)	-	-
GMCA Uplift	(3)	-	-	3	-
Peoples Health Trust	8,406	6,794	(13,327)	-	1,873
ROSA Small Wood Trust	32,773	-	(32,773)	-	-
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Leap Children and Family Centre	3,554	-	(3,554)	-	-
Comic Relief Ministry of Justice	38,535	-	(35,109)	-	3,426
WISH	538	-	(538)	-	-
NHS GM Integrated Care	-	9,000	(9,000)	-	-
Tameside MBC: Winter Pressures Fund	-	5,426	(5,426)	-	-
Tameside MBC: Peer Mentoring	-	5,895	(5,895)	-	-
Action Together Befriending Matters	24,076	-	(24,036)	-	40
Action Together - DA Project	-	1,000	-	-	1,000
Action Together Emergency Funds	2,948	24,999	(27,526)	-	421
	157,754	159,202	(295,541)	3	21,418

Notes to the accounts for the year ended 31st March 2023

17. Analysis of charitable funds

Analysis of movements in restricted funds

Previous reporting period

	Balance at 1 April 2021	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
The National Lottery Community Fund	19,333	92,138	(87,808)	-	23,663
Big Lottery Fund Awards for All	9,847	-	(9,847)	-	-
Active Communities Network Tackling Inequalities	-	7,213	(1,081)	-	6,132
GMCVO MHSF	-	5,184	(5,184)	-	-
GMCVO PIMH	-	7,500	(5,423)	-	2,077
The Big Life Group (Mind Matters)		5,000	(5,591)	591	-
Garfield Weston	-	1,667	-	-	1,667
GMCA Uplift	-	10,000	(10,003)	-	(3)
Peoples Health Trust	-	8,406	-	-	8,406
ROSA Small Wood Trust	-	50,000	(17,227)	-	32,773
Tameside, Oldham & Glossop Mind	133	-	(133)	-	
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Leap Children and Family Centre	837	6,817	(4,100)	-	3,554
Comic Relief	8,507	3,081	(11,588)	-	-
Comic Relief Ministry of Justice	-	83,882	(45,347)	-	38,535
WISH	598	-	(60)	-	538
Tameside MBC: Infection Control	3,130	-	(3,130)	-	-
Tameside MBC: Barriers	-	4,999	(4,999)	-	-
Action Together Befriending Matters	-	24,090	(14)	-	24,076
Action Together Emergency Funds	-	24,999	(22,051)	-	2,948
Action Together Sport England	2,310	7,798	(10,108)	-	-
Action Together Community Wellbeing: Mental Health & Domestic Abuse Awareness	17,295	-	(17,295)	-	-
	75,378	342,774	(260,989)	591	157,754

Notes to the accounts for the year ended 31st March 2023

Name of restricted fund:	Description, nature and purpose of the fund
The National Lottery Community Fund	to deliver an intensive, bespoke, Tameside-wide South Asian Women's Employment Readiness Project to tackle social isolation and cultural barriers to improve the skills and knowledge of marginalised, vulnerable women from minority ethnic backgrounds.
Active Communities Network Tackling Inequalities	to work with young girls in Hyde delivering weekly sports club, building confidence, improving wellbeing and reducing barriers to engagement and participation.
GMCVO PIMH	for increasing the knowledge of perinatal and parent-infant mental health in voluntary and community organisations that work specifically with diverse communities including BAME and LGBTQI+.
Garfield Weston	to match fund our current BAMER women's basic skills, training and employment programme, an intensive employment support project, ran by women, for women, to help up-skill and empower ethnic minority women across Tameside to increase their ability and skills to enable employment readiness.
GMCA Uplift	to contribute towards supporting the peer mentor project.
Peoples Health Trust	to deliver a weekly culturally sensitive, 'women matters hub' in Hyde, building confidence, improving wellbeing and gaining peer support
ROSA Small Wood Trust	to continue to run our Tameside wide peer mentoring programme, training local bilingual women from the South Asian community to become mentors to other women who are experiencing crisis, helping them through a holistic package of support.
NHS Tameside & Glossop CCG	for supporting the costs of rent and running of the centre.
Leap Children and Family Centre	to deliver a "warmer heat in winter" telephone befriending service to adults in Tameside who are experiencing vulnerabilities, including loneliness and isolation.
Comic Relief Ministry of Justice	for a Peer support project working with trained volunteers from the South Asian community to offer culture and faith sensitive support to other Bengali, Indian and Pakistani women in crisis. Providing an opportunity for women to talk in confidence to someone who understands the cultural sensitivity around mental health and domestic abuse.
WISH	for Bengali Women's training programme.
NHS GM Integrated Care	Raising awareness of mental health within minority communities of Tameside
Tameside MBC: Winter Pressures Fund	for weekly Chai Corner, support to elderly residents, providing warm room and meal, signposting and referral support. Overcoming loneliness and isolation and combatting effects of cost of living crisis.
Tameside MBC: Peer Mentoring	to contribute to our Tameside wide Peer Mentor programme. Training local bilingual women from the South Asian community to become mentors to other women experiencing crisis, helping them through a holistic package of support.
Action Together Befriending Matters	to provide a telephone and face to face befriending service to anyone in Tameside who feels that they are vulnerable or experiencing loneliness or isolation.
Action Together - DA Project	funding for a women's picnic event to raise awareness of DA and support available.
Action Together Emergency Funds	crisis support funds to help running costs post COVID pandemic, developing plans for future sustainability. The balance on this fund represents future depreciation.

Notes to the accounts for the year ended 31st March 2023

18. Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total 2023
	£	£	£	£
Tangible fixed assets	583	-	3,458	4,041
Cash at bank and in hand	136,687	87,958	14,458	239,103
Other net current assets/(liabilities)	(1,038)	-	3,502	2,464
Creditors of more than one year	-	-	-	-
Total	136,232	87,958	21,418	245,608

Previous reporting period

	Unrestricted funds	Designated funds	Restricted funds	Total 2022
	£	£	£	£
Tangible fixed assets	777	-	7,653	8,430
Cash at bank and in hand	131,331	72,600	147,286	351,217
Other net current assets/(liabilities)	(14,399)	-	2,815	(11,584)
Creditors of more than one year	-	-	-	-
Total	117,709	72,600	157,754	348,063

19. Financial Instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised on a transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at an amortised cost using the effective interest method.

20 Operating Lease Commitments

At 31 March 2022 the charity had future minimum lease payments under non-cancellable operation leases, as follows:

	2023	2022
	£	£
Not later than 1 year	594	792
Later than 1 year and not later than 5 years	-	594

Lease payments in these accounts comprise £792 within Post, Printing & Stationery.

Income and Expenditure Account

	Year Ended 31 March 2023 £	Year Ended 31 March 2022 £
Income		
Donations	7	70
Investment Income	239	-
Other Income	1,761	-
General grants:	-	-
Women's Digital Entrepreneurship Project	-	1,124
Active Communities Network	-	2,525
Asian Business Leaders	2,176	-
GMCA: Ministry of Justice	13,565	-
GMCVO	950	-
NHS Tameside & Glossop CCG	-	20,000
Tameside MBC Self-Isolation Project	-	10,000
Tameside MBC Discretionary Grant	-	3,453
Tameside MBC Infection Control	-	12,287
Tameside MBC	-	2,037
Tameside MBC	-	428
Manchester Alliane for Community Care	5,000	-
Tameside MBC: Digital Inclusion	7,163	-
Pennine Care	-	30,000
Restricted grants:		
The National Lottery Community Fund	87,755	92,138
Active Communities Network Tackling Inequalities	-	7,213
Leap Children and Family Centre	-	6,817
Comic Relief Ministry of Justice	-	83,882
Comic Relief	-	3,081
GMCVO MHSF	-	5,184
GMCVO PIMH	-	7,500
The Big Life Group (Mind Matters)	-	5,000
Garfield Weston	18,333	1,667
GMCA Uplift	-	10,000
Peoples Health Trust	6,794	8,406
ROSA Small Wood Trust	-	50,000
NHS GM Integrated Care	9,000	-
Tameside MBC: Winter Pressures Fund	5,426	-
Tameside MBC: Barriers	-	4,999
Tameside MBC: Peer Mentoring	5,895	-
Action Together Befriending Matters	-	24,090
Action Together Emergency Funds	24,999	24,999
Action Together Sport England	-	7,798
Action Together - DA Project	1,000	-
Fee income	1,870	1,116
Rental Income	915	80
Total Income	**192,848**	**425,894**
Expenditure		
Project Costs	4,128	1,292
Publicity	1,290	824
Room hire	1,655	30
Employment Costs	215,788	214,743
Training	110	35
Translation Fees	-	84
Beneficiary Training	642	1,380
Beneficiary Travel	173	-
Childcare Costs	378	-
Volunteer Expenses	428	373
Refreshments	1,736	795
Minor Equipment	-	306
Staff Travel	313	247
Bank Charges	206	195
Subscriptions	35	336
IT Maintenance	20,129	16,592
Repairs & Maintenance	182	-
Cleaning	130	280
Telephone	2,800	2,651
Insurance	1,883	1,788
Governance and Support Costs	35,583	24,719
Post, Printing & Stationery	1,800	3,111
Depreciation	5,895	5,349
Miscellaneous	19	62
Total Expenditure	**295,303**	**275,192**
Surplus/(deficit for year)	(102,455)	150,702

DIVERSITY MATTERS NORTH WEST LTD

England & Wales - Charity number 1125544

Accounts

DIVERSITY MATTERS NORTH WEST LTD

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

Registered Charity No. 1125544
Company Registration No. 06442869

DIVERSITY MATTERS NORTH WEST LTD

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DIVERSITY MATTERS NORTH WEST LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2022

The trustees present their annual directors' report and financial statements of the charity for the year ended 31st March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Diversity Matters North West Ltd.'s Objectives are to:

- Tackle issues that impact on people's health and well-being.
- Provide targeted support for disadvantaged and excluded groups.
- Promote improved community cohesion.

Our Values:

- We empower the people we work with, individually and collectively, by encouraging them to build with confidence on the skills and knowledge that they already have.
- We share the ideas and agenda of localism- don't do something for people they can do themselves.
- We listen to the views of the people within the community we serve, being informed, and led by their expressed needs.
- We are sensitive towards their faith and culture, although we will not normally undertake work that is faith specific.
- We strive to be honest and transparent about our intentions, so it is easier for the people we work with, and for our partner agencies, to know where they stand with us.
- We involve community members in decision making, volunteering, training, and paid employment.

Our activities, policies, strategies, workforce development and recruitment are all underpinned by our values. It is the fabric that brings together all aspects of our work whether that is operational activities or external partnership working. As an organisation working within minority communities, it is paramount we ensure the safety and protect vulnerable people when they are engaging the activities and services of the Charity.

As we entered 2021/2022, we started to see the government restriction ease which allowed us to start to tackle the new and emerging challenges arising from this. Our staffing team have transitioned to hybrid working, establishing systems and processes to support the new way of working whilst still supporting the vulnerable communities and people we work with. Our activities and services have been transformed in line with the demands and the new needs of our communities, offering both face-to-face and online activities. We continue to develop and make positive steps into strengthening the infrastructure of the Charity. Due to this, we have been able bring in nearly half a million income to support the work of the Charity.

The trustees confirm that they have continued to refer to the Charity Commission's guidance on public benefit, planning future activities and setting the policies for the year.

The charity furthers its charitable purposes for the public benefit through key achievements this year, including:

- Transformed services and workforce to adapt to the new ways of hybrid working
- Successfully re-engage service users within its activities
- Recognised as a go to organisations for key expertise and skills in engaging minority communities across Tameside.
- Successfully recruited a programmes manager to relieve further capacity of the Chief Executive Officers to focus on imminent challenges and future sustainability plans.
- Secured funds from Comic Relief and Ministry of Justice to improve our digital systems and processes.
- Exceeded project outcomes despite COVID challenges.
- Developed and recruited a pool of bilingual casual workers to provide first steps into employment for local women from minority ethnic backgrounds to support the work of the Charity.
- Successfully registered on Department of Works and Pensions procurement platform, ready for tendering opportunities.
- Continued to maintain our living wage status.
- Successfully registered as a supporter of the Greater Manchester Good Employment Charter.
- Developed new partnership with Oldham based organisation on supporting women to set up their own business via mentoring programme.
- Continued representation on Greater Manchester Equality Network to influence policies.

A review of our achievements and performance

The main achievements during the year were as above and in addition:

- Successful completion and submission of quarterly and end of year reports for Pennine Care, The National Lottery Community Fund, Comic Relief.
- Successful completion and submission of end of project reports for Sports England, Action Together Community Wellbeing fund, GMCVO, TMBC and National Lottery Awards for all
- Successful submission of community research on barriers to accessing information and services report to TMBC.
- Successfully achieved funding for our new women's matters project, digital DMNW to improve our digital platforms, funds to continue our befriending programme and mental health awareness raising work. Further funds were secured to continue our work with young girls in Hyde.
- Signposted and referred over 378 people to over 791 support services. 20% of our referrals has been to food banks and 40% to educational and learning establishments.
- Our reach has continued to expand across more communities and ethnic backgrounds including, Bangladeshi, Pakistani, Indian, Kurdish, Black African, Nigerian, Arabian and Afghani.

Financial review

- Funds as at 31st March 2022 amounted to £348,063 of which £157,754 were restricted.
- Restricted funds held at the end of the year have been carried forward for the continuation of the specific projects.
- Secured funds for next financial year to start up a women's hub, continue our mental health awareness and befriending work in the community.

- The Board have agreed plans to use any surplus free reserves to further the charitable objects, including match funding existing programmes and start-up of a women's interpreting and translation services in Tameside.

Investment powers and policy

The trustees have an investment policy.

Reserves policy and going concern

The balance held in reserves at 31st March 2022 was £117,709 of which £116,932 are free reserves after allowing for funds tied up in fixed assets.

General Reserve

The Charity will seek, where possible, to maintain a general reserve equivalent to its total running costs for a period of no less than three or no more than six months. Where the general reserve falls below this figure, the Board will consider ways to generate increased reserve funds. Where the general reserve rises above the higher figure, the Board will consider ways to spend the surplus funds in furtherance of the Charity's objects.

Designated Funds

The Charity will designate specific reserve funds only in the event of an imminent and quantifiable liability, such as anticipated redundancy of specific posts or repair and removal costs on expiry of lease.

The Charity's main source of income is grants and fees. The Trustees consider that it is appropriate to prepare the accounts on a going concern basis and, consequently, the accounts do not include any adjustments that would be necessary if these sources of income should cease.

Risk management

The Board has established systems to mitigate the risks the Charity faces. Internal control risks are minimised by the implementation of financial procedures. All major projects and funding applications are authorised at Board level. Procedures are in place to ensure compliance with health and safety of staff, volunteers and service users. All policies and procedures are periodically reviewed to ensure that they continue to meet the needs of the Charity and are in line with government guidelines.

Revised strategies, policies and procedures were agreed. Polices revised included Anti-Fraud policy, Code of Conduct handbook, Conflicts of Interest policy, Environmental Protection policy, Finance policy and procedure, Marketing Strategy, Quality Assurance, Room Bookings Policy, safeguarding adults' policy and procedure, safeguarding children policy and procedure, staff handbook and Whistle blowing policy. New policies include Mental Health and Stress, Performance Improvement and Remuneration policies.

In all areas of our work and activities, we ensure the protection of vulnerable people.

Plans for Future Periods

Trustees and senior managers continue to support staff to adopt hybrid working to provide services meeting the needs and demands of our communities post COVID.

As a result of the work conducted in 2020 on building strategic alliances within key decision-making platforms both locally and GM wide, we are now being approached and funded to develop collaborative work within the borough, bringing us closer to becoming a partner of choice.

We continue to be guided by our board of trustees ensuring we are continuously and consistently meeting the charitable objects and abiding by both Charity Commission and Companies House regulations as well as our legal obligations. This year has had greater focus on sustainability and diversifying our income streams. We have made further positive steps including;

- Plans in place to review organisation business plan to ensure the changing needs of the local communities are reflected.
- Conduct a review of the Board and achieve an effective staff re-structure
- Developed income generation strategy and implementation plan, working with external consultants to implement to achieve future financial stability.
- Start up a women's interpreting and translation service which will, provide first steps into employment for women and a viable income generation for the Charity.
- Developing bespoke training programmes to further assist with generating future income.
- Continue to focus on applying for funds and grants that allow for full cost recovery and build unrestricted funds.
- Continue to run our core projects and activities seeking funding to cover costs.
- Continue to develop strategic relationships across Greater Manchester.

Structure, governance and management

Diversity Matters North West Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 23/11/2007 and subsequently updated Articles dated August 2020. It is registered as a charity with the Charity Commission and is constituted under a trust deed dated 03/12/2007.

Appointment of trustees

Under the requirements of the Memorandum and Articles of Association, members of the board are appointed for a 3 – year term and can serve up to a maximum of 10 years. The board is responsible for appointing the trustees.

Trustee induction and training

The directors of the company are also charity trustees for the purposes of charity law and, under the company's articles, are known as members of the Board. The Board give their time voluntarily and receive no benefits from the charity.

Although new members may be elected to the Board at the general meetings, the Board more commonly recruits new members through a process of recommendation, application, interview and co-option. Persons can only become trustees if approved by two thirds of the Board. The Board seeks to maintain a membership of between 6 and 10, with a balance of local residents and local workers, whilst ensuring as far as possible some specialist knowledge of the Charity's field of work and of generic issues such as finance, law and public service commissioning. The number of trustees cannot fall below 3 but has no maximum.

Organisation

The board of trustees administers the charity. The board normally meets every quarter. A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. From 2015 this position was taken up as a Job Share. They operate a human resources sub-committee and finance working group to review any such issues in depth and report back to the board for the final decision making. The role of Company Secretary has been taken up by one of the paid chief executives who reports to the board on an ongoing basis. Whilst Chief Officers are supervised by a member of the Board, all other staff are supervised by the Chief Officers or a Line Manager. Individual work plans are linked to the Charity's forward plans through a process of annual appraisal, supplemented by biannual reviews and ad-hoc supervisions.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager with any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

Reference and administrative information

Charity Name: Diversity Matters North West Ltd
Charity Number: 1125544
Company Registration Number: 06442869

Directors and trustees

The directors of the charitable company (the Charity) are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Key management personnel: Trustees and Directors

Rehana Begum	Company Secretary	
Caroline Gregory	Chair of Trustees	
Penny Noel		
Johura Khatoon		
James Fitzpatrick		(resigned July 2021)
Daniel McLoughlin	Vice Chair	
Garry Hall	Treasurer	
Oluwatosin Lanlehin		
Mohammed Khan		
Halyma Begum		(appointed April 2021)
Asma Begum		(appointed April 2021)
Lorraine Martin-Denham		(appointed April 2021)

Chief Executive

Rehana Begum	(Job Share)
Gemma Gaskell	(Job Share)

DIVERSITY MATTERS NORTH WEST LTD

Registered Office

20 Great Norbury Street
Hyde
Cheshire
SK14 1BR

Independent Examiners

Community Accountancy Service Limited
The Grange
Pilgrim Drive
Beswick
Manchester
M11 3TQ

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham
B1 2HB

DIVERSITY MATTERS NORTH WEST LTD

Trustees responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Diversity Matters North West Ltd for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

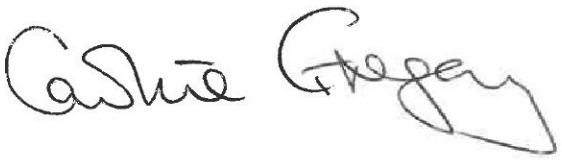
- Select suitable accounting principles and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is appropriate 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 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 charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board of trustees

Caroline Gregory

Chair



Date: 15th July 2022

Independent examiner's report to the trustees of DIVERSITY MATTERS NORTH WEST LTD

I report on the accounts of the company for the year ended 31st March 2022, which are set out on pages 9 to 20.

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity is required by company law to prepare accrued accounts and I am qualified to undertake the examination by being a qualified member of The Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act ;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:
(1) which gives me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006, ; and
- with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

AM King FCCA A.M.King
Community Accountancy Service Ltd
The Grange, Pilgrim Drive, Beswick, Manchester, M11 3TQ

Date: 15th July 2022

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

(Including Income and Expenditure Account)

	Further Details	Unrestricted Funds £	Restricted Funds £	Total Funds Year Ended 31 March 2022 £	Total Funds Year Ended 31 March 2021 £
Income from:					
Donations and legacies	(3)	81,924	-	81,924	37,862
Charitable Activities	(4)	-	342,774	342,774	276,007
Other Trading Activities	(5)	1,196	-	1,196	-
Total		83,120	342,774	425,894	313,869
Expenditure on:					
Raising Funds	(6)	1,210	936	2,146	2,110
Charitable Activities	(6)	12,935	260,049	272,984	248,648
Other	(6)	58	4	62	18
Total		14,203	260,989	275,192	250,776
Net income/(expenditure)		68,917	81,785	150,702	63,093
Transfers between funds	(17)	(591)	591	-	-
Net movement in funds		68,326	82,376	150,702	63,093
Reconciliation of funds					
Total funds brought forward	(17)	121,983	75,378	197,361	134,268
Total funds carried forward	(17)	190,309	157,754	348,063	197,361

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

The notes on pages 12 to 20 form part of these accounts.

BALANCE SHEET AS AT 31 MARCH 2022

Company Registration Number: 06442869

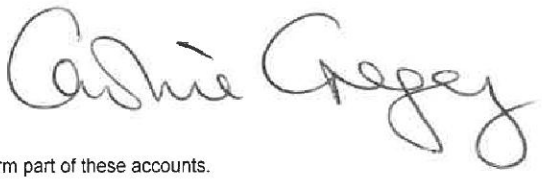
	Notes	2022 £	2021 £
Fixed assets:			
Tangible assets	(11)	8,430	4,716
Total fixed assets		8,430	4,716
Current assets:			
Stocks	(12)	-	-
Debtors	(13)	24,411	3,816
Cash at Bank & in Hand		351,217	196,130
Total current assets		375,628	199,946
Liabilities:			
Creditors: Amounts falling due within one year	(15)	35,995	7,301
Net current assets or liabilities		339,633	192,645
Total assets less current liabilities		348,063	197,361
Creditors: Amounts falling due after more than one year	(16)		
Provisions for liabilities		-	-
Total net assets or liabilities		348,063	197,361
The funds of the charity:			
Restricted income funds	(17)	157,754	75,378
Unrestricted income funds	(17)	190,309	121,983
Total charity funds		348,063	197,361

For the period in question the company was entitled to the exemption conferred by section 477 of the Companies Act 2006, and that no notice has been deposited under section 476 in relation to its accounts for the financial year; and the directors acknowledge their responsibilities for:
- complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

Approved by the trustees on 15th July 2022

Caroline Gregory Chair



The notes on pages 12 to 20 form part of these accounts.

Statement of Cash Flows for the year ending 31 March 2022

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds	150,702	63,093
Add back depreciation	5,349	2,996
Deduct investment income	-	-
Decrease/(increase) in stocks	-	-
Decrease/(increase) in debtors	(20,595)	1,638
Increase/(decrease) in creditors	28,694	(10,250)
Net cash used in operating activities	164,150	57,477
Cash flows from investment activities:		
Interest	-	-
Purchase of fixed assets	(9,063)	(7,117)
Net cash provided by investing activities	(9,063)	(7,117)
Increase/(decrease) in cash and cash equivalents during the year	155,087	50,360
Cash and cash equivalents brought forward	196,130	145,770
Cash and cash equivalents carried forward	**351,217**	**196,130**

Notes to the accounts

1. Accounting policies

(a) Basis of preparation and assessment of going concern

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 notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.
The charity constitutes a public benefit entity as defined by FRS 102.
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(b) Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There are 22 restricted funds.
Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.
Further details of each fund are disclosed in note 17.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.
Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.
Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

(d) Expenditure Recognition

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 settlement will be required and the amount of the obligation can be measured reliably.
All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (g) below.

(e) Irrecoverable VAT

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

(f) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to independent examination and legal fees together with an apportionment of overhead and support costs.
Governance costs and support costs relating to charitable activities have been apportioned based on type of expense.
The allocation of support and governance costs is analysed in note 8.

(g) Costs of raising funds

The costs of raising funds consists of room hire and publicity.

(h) Charitable Activities

Costs of charitable activities include governance costs and an apportionment of support costs as shown in note 7.

Notes to the accounts

(i) Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged on the following basis:

Computer Equipment	33.33% on cost

(j) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their varying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(k) Pensions

The trustees implemented an auto enrolment pension scheme from February 2017. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

(l) Debtors

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

(m) Creditors and provisions

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

2. Related party transactions and trustees' expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2021: £nil). Expenses paid to the trustees in the year totalled £nil (2021: £nil). The trustee expenses shown in these accounts is in respect of refreshments for trustee meetings.

Employee Ambia Begum is the sister in law of a trustee and self-employed consultant Oren McLoughlin is the son of a trustee. The related trustees are not allowed to take part in any discussions involving the pay of these related parties.

3. Donations and Legacies

	Unrestricted Year Ended 31 March 2022 £	Restricted Year Ended 31 March 2022 £	Total Funds Year Ended 31 March 2022 £	Total Funds Year Ended 31 March 2021 £
Donations	70	-	70	-
General grants:				
Women's Digital Entrepreneurship Project	1,124	-	1,124	-
Active Communities Network	2,525	-	2,525	750
GMCVO	-	-	-	1,000
NHS Tameside & Glossop CCG	20,000	-	20,000	-
Tameside MBC Self-Isolation Project	10,000	-	10,000	-
Tameside MBC Discretionary Grant	3,453	-	3,453	-
Tameside MBC Infection Control	12,287	-	12,287	-
Tameside MBC	2,037	-	2,037	-
Tameside MBC	428	-	428	-
Salford CVS	-	-	-	1,000
Self Help Services	-	-	-	112
Unlimited Potential	-	-	-	5,000
Pennine Care	30,000	-	30,000	30,000
	81,924	-	81,924	37,862

Previous reporting period

	Unrestricted Year Ended 31 March 2021 £	Restricted Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2021 £
General grants:			
Active Communities Network	750	-	750
GMCVO	1,000	-	1,000
Salford CVS	1,000	-	1,000
Self Help Services	112	-	112
Unlimited Potential	5,000	-	5,000
Pennine Care	30,000	-	30,000
	37,862	-	37,862

Notes to the accounts

4. Income from charitable activities

	Unrestricted Year Ended 31 March 2022 £	Restricted Year Ended 31 March 2022 £	Total Funds Year Ended 31 March 2022 £	Total Funds Year Ended 31 March 2021 £
Restricted grants:				
The National Lottery Community Fund	-	92,138	92,138	99,400
Big Lottery Fund Awards for All	-	-	-	9,847
Active Communities Network Tackling Inequalities	-	7,213	7,213	-
Leap Children and Family Centre	-	6,817	6,817	5,000
Comic Relief Ministry of Justice	-	83,882	83,882	87,835
Comic Relief	-	3,081	3,081	-
GMCVO MHSF	-	5,184	5,184	-
GMCVO PIMH	-	7,500	7,500	-
The Big Life Group (Mind Matters)	-	5,000	5,000	-
Garfield Weston	-	1,667	1,667	-
GMCA Uplift	-	10,000	10,000	-
Peoples Health Trust	-	8,406	8,406	-
ROSA Small Wood Trust	-	50,000	50,000	-
Tameside, Oldham & Glossop Mind	-	-	-	15,000
Tameside MBC: Infection Control	-	-	-	5,634
Tameside MBC: Barriers	-	4,999	4,999	-
Action Together Befriending Matters	-	24,090	24,090	-
Action Together Emergency Funds	-	24,999	24,999	-
Action Together Sport England	-	7,798	7,798	28,470
Action Together Community Wellbeing: Mental Health & Domestic Abuse Awareness	-	-	-	24,821
	-	342,774	342,774	276,007

Previous reporting period

	Unrestricted Year Ended 31 March 2021 £	Restricted Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2021 £
Restricted grants:			
National Lottery Reaching Communities Fund	-	99,400	99,400
Big Lottery Fund Awards for All	-	9,847	9,847
Leap Children and Family Centre	-	5,000	5,000
Comic Relief	-	87,835	87,835
Tameside, Oldham & Glossop Mind	-	15,000	15,000
Tameside MBC: Infection Control	-	5,634	5,634
Action Together Sport England	-	28,470	28,470
Action Together Community Wellbeing: Domestic Abuse	-	24,821	24,821
	-	276,007	276,007

5. Income from other trading activities

	Unrestricted Year Ended 31 March 2022 £	Restricted Year Ended 31 March 2022 £	Total Funds Year Ended 31 March 2022 £	Total Funds Year Ended 31 March 2021 £
Fee income	1,116	-	1,116	-
Rental Income	80	-	80	-
	1,196	-	1,196	-

Previous reporting period

	Unrestricted Year Ended 31 March 2021 £	Restricted Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2021 £
Rental income	-	-	-
	-	-	-

Notes to the accounts

6. Expenditure

	Activities for the benefit of people living in Hyde and Tameside	Year Ended 31 March 2022	Year Ended 31 March 2021
	£	£	£
Expenditure on raising funds:			
Project Costs	1,292	1,292	1,964
Publicity	824	824	146
Room hire	30	30	-
	2,146	2,146	2,110
Expenditure on charitable activities:			
Employment Costs	214,743	214,743	215,199
Training	35	35	1,946
Translation Fees	84	84	131
Beneficiary Training	1,380	1,380	2,785
Repairs and Maintenance	-	-	130
Childcare Costs	-	-	56
Volunteer Expenses	373	373	495
Refreshments	795	795	72
Minor Equipment	306	306	545
Staff Travel	247	247	143
Bank Charges	195	195	161
Subscriptions	336	336	119
IT Maintenance	16,592	16,592	5,092
Cleaning	280	280	303
Telephone	2,651	2,651	2,527
Insurance	1,788	1,788	1,483
Governance and Support Costs	24,719	24,719	11,502
Post, Printing & Stationery	3,111	3,111	2,963
Depreciation	5,349	5,349	2,996
	272,984	272,984	248,648
Other expenditure:			
Miscellaneous	62	62	18
	62	62	18
	275,192	275,192	250,776
Restricted funds		260,989	240,659
Unrestricted funds		14,203	10,117
		275,192	250,776

Notes to the accounts

7. Analysis of expenditure on charitable activities

As per note 6.

8. Allocation of governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown below:

	General Support	Governance	Total 2022	Basis of apportionment
Accountancy Fees	-	984	984	type of expense
DBS Fees	16	-	16	type of expense
Consultancy	19,836	-	19,836	type of expense
Supervision	2,710	-	2,710	type of expense
Payroll Bureau Charges	791	-	791	type of expense
Occupational Health	264	-	264	type of expense
Trustee Expenses	-	118	118	type of expense
	23,617	1,102	24,719	

Previous reporting period

	General Support	Governance	Total 2021	Basis of apportionment
Accountancy Fees	-	900	900	type of expense
DBS Fees	79	-	79	type of expense
Consultancy	8,000	-	8,000	type of expense
Supervision	1,461	-	1,461	type of expense
Payroll Bureau Charges	920	-	920	type of expense
Other Financial Services	137	-	137	type of expense
Trustee Expenses	-	5	5	type of expense
	10,597	905	11,502	

9. Analysis of staff costs

	Year Ended 31 March 2022	Year Ended 31 March 2021
	£	£
Wages and Salaries	197,590	198,772
Redundancy	-	-
Social Security Costs	13,004	11,878
Pension Costs	4,149	4,549
	214,743	215,199
Support costs	-	-
Charitable activities	214,743	215,199
	214,743	215,199

The average number of employees during the year was 14 (previous year: 13). FTE 9.8 (2021: 9.2)
The charity considers its key management personnel comprises the trustees and Chief Executive Officers. The total employment benefits, including employer pension contributions of the key management personnel were £39,433 (previous year: £36,759), No employee has benefits in excess of £60,000 (previous year: none).
Key management personnel are Gemma Gaskell and Rehana Begum. The figures above comprise 50% of each salary.

10. Independent Examiner Fees

	Year Ended 31 March 2022	Year Ended 31 March 2021
	£	£
Independent examination fees	984	900
	984	900

Notes to the accounts

11. Tangible Fixed Assets

	Computer Equipment	Total
	£	£
Cost		
At 1 April 2021	16,207	16,207
Additions	9,063	9,063
At 31 March 2022	25,270	25,270
Depreciation		
At 1 April 2021	11,491	11,491
Charge for Year	5,349	5,349
At 31 March 2022	16,840	16,840
NET BOOK VALUE		
At 31 March 2022	8,430	8,430
At 31 March 2021	4,716	4,716

12. Stocks

The organisation does not hold any stocks.

13. Analysis of debtors

	2022	2021
	£	£
Debtors	22,900	300
Prepayments	1,511	3,516
Other debtors	-	-
	24,411	3,816

Debtors and prepayments related to restricted funds £311 and unrestricted funds £24,100 (2021: £2,932/£884).

14. Creditors: amounts falling due within one year

	2022	2021
	£	£
Creditors	16,567	1,685
Short-term compensated absences (holiday pay)	135	4,716
Other creditors and accruals	960	900
Deferred income	18,333	-
	35,995	7,301

15. Deferred income

Deferred income comprises grants paid in advance.	
Balance as at 1st April 2021	-
Amount released to income earned from charitable activities	-
Amount deferred in year	18,333
Balance at 31 March 2022	18,333

16. Creditors: amounts falling due after more than one year

	2022	2021
	£	£
Provisions for liabilities	-	-
	-	-

Notes to the accounts

17. Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1 April 2021	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
General Fund	48,571	83,120	(14,203)	221	117,709
Designated Funds	73,412	-	-	(812)	72,600
	121,983	83,120	(14,203)	(591)	190,309

Previous reporting period

	Balance at 1 April 2020	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
General Fund	24,924	37,862	(10,117)	(4,098)	48,571
Designated Funds	69,314	-	-	4,098	73,412
	94,238	37,862	(10,117)	-	121,983

Name of unrestricted fund:	Description, nature and purpose of the fund
General Fund	The "free reserves" after allowing for all designated funds
Designated Funds	For future redundancy and closure costs

Analysis of movements in restricted funds

	Balance at 1 April 2021	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
The National Lottery Community Fund	19,333	92,138	(87,808)	-	23,663
Big Lottery Fund Awards for All	9,847	-	(9,847)	-	-
Active Communities Network Tackling Inequalities	-	7,213	(1,081)	-	6,132
GMCVO MHSF	-	5,184	(5,184)	-	-
GMCVO PIMH	-	7,500	(5,423)	-	2,077
The Big Life Group (Mind Matters)		5,000	(5,591)	591	-
Garfield Weston	-	1,667	-	-	1,667
GMCA Uplift	-	10,000	(10,003)	-	(3)
Peoples Health Trust	-	8,406	-	-	8,406
ROSA Small Wood Trust	-	50,000	(17,227)	-	32,773
Tameside, Oldham & Glossop Mind	133	-	(133)	-	-
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Leap Children and Family Centre	837	6,817	(4,100)	-	3,554
Comic Relief	8,507	3,081	(11,588)	-	-
Comic Relief Ministry of Justice	-	83,882	(45,347)	-	38,535
WISH	598	-	(60)	-	538
Tameside MBC: Infection Control	3,130	-	(3,130)	-	-
Tameside MBC: Barriers	-	4,999	(4,999)	-	-
Action Together Befriending Matters	-	24,090	(14)	-	24,076
Action Together Emergency Funds	-	24,999	(22,051)	-	2,948
Action Together Sport England	2,310	7,798	(10,108)	-	-
Action Together Community Wellbeing: Mental Health & Domestic Abuse Awareness	17,295	-	(17,295)	-	-
	75,378	342,774	(260,989)	591	157,754

Previous reporting period

	Balance at 1 April 2020	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
The National Lottery Community Fund	-	99,400	(80,067)	-	19,333
Big Lottery Fund Awards for All	-	9,847	-	-	9,847
Tameside, Oldham & Glossop Mind	1,667	15,000	(16,534)	-	133
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Leap Children and Family Centre	-	5,000	(4,163)	-	837
Comic Relief	1,914	87,835	(81,242)	-	8,507
WISH	3,664	-	(3,066)	-	598
Tameside MBC: Infection Control	-	5,634	(2,504)	-	3,130
Action Together Community Wellbeing: Cancer Awareness	6,901	-	(6,901)	-	-
Action Together Sport England	12,496	28,470	(38,656)	-	2,310
Action Together Community Wellbeing: Mental Health & Domestic Abuse Awareness	-	24,821	(7,526)	-	17,295
	40,030	276,007	(240,659)	-	75,378

Notes to the accounts

Name of restricted fund:	Description, nature and purpose of the fund
The National Lottery Community Fund	to deliver an intensive, bespoke, Tameside-wide South Asian Women's Employment Readiness Project to tackle social isolation and cultural barriers to improve the skills and knowledge of marginalised, vulnerable women from minority ethnic backgrounds
Big Lottery Fund Awards for All	to continue to deliver our peer mentoring programme which supports South Asian women in Tameside who are in crisis, suffering from domestic abuse and mental health
Active Communities Network Tackling Inequalities	to work with young girls in Hyde delivering weekly sports club, building confidence, improving wellbeing and reducing barriers to engagement and participation
GMCVO MHSF	to contribute towards supporting Tameside Befriending programme
GMCVO PIMH	for increasing the knowledge of perinatal and parent-infant mental health in voluntary and community organisations that work specifically with diverse communities including BAME and LGBTQI+
The Big Life Group (Mind Matters)	to provide interpretation and guided support into the Minds Matter response line to members of BME communities who may be experiencing poor mental health as a consequence of their social circumstances.
Garfield Weston	to match fund our current BAMER women's basic skills, training and employment programme, an intensive employment support project, ran by women, for women, to help up-skill and empower ethnic minority women across Tameside to increase their ability and skills to enable employment readiness
GMCA Uplift	to contribute towards supporting the peer mentor project
Peoples Health Trust	to deliver a weekly culturally sensitive, 'women matters hub' in Hyde, building confidence, improving wellbeing and gaining peer support
ROSA Small Wood Trust	to continue to run our Tameside wide peer mentoring programme, training local bilingual women from the South Asian community to become mentors to other women who are experiencing crisis, helping them through a holistic package of support
Tameside, Oldham & Glossop Mind	for a multi-agency Tameside Buddying project which works with residents across Tameside with long term conditions or with those who experience loneliness or social isolation and support them back into the community through providing one to one buddy support and handholding service
NHS Tameside & Glossop CCG	for supporting the costs of rent and running of the centre
Leap Children and Family Centre	to deliver a "warmer heat in winter" telephone befriending service to adults in Tameside who are experiencing vulnerabilities, including loneliness and isolation
Comic Relief Ministry of Justice	for a Peer support project working with trained volunteers from the South Asian community to offer culture and faith sensitive support to other Bengali, Indian and Pakistani women in crisis. Providing an opportunity for women to talk in confidence to someone who understands the cultural sensitivity around mental health and domestic abuse.
Comic Relief	to work with external providers and professional and improve the charities digital platforms including website, database, IT and telephone systems
WISH	for Bengali Women's training programme
Tameside MBC: Infection Control	to support TMBC to gain a better understanding of barriers facing residents and service users in accessing information - particularly in relation to language with a focus on hearing and understanding the barriers facing our communities to access information
Tameside MBC: Barriers	working closely with TMBC to conduct evidence-based research on barriers to accessing information with minority ethnic communities in Tameside.
Action Together Befriending Matters	to provide a telephone and face to face befriending service to anyone in Tameside who feels that they are vulnerable or experiencing loneliness or isolation
Action Together Emergency Funds	crisis support funds to help running costs post COVID pandemic, developing plans for future sustainability
Action Together Sport England	using an asset-based approach, this project works with BAMER women across Tameside to develop a volunteer pathway that can be adapted to meet the needs and aspirations of our other potentially marginalised communities. The project aims to develop a coordinated pathway for quality and meaningful, accessible volunteering opportunities between partner organisations and to increase the number of social and physical activity sessions in the borough.
Action Together Sport England & Domestic Abuse Awareness	to raise awareness within BAMER communities around domestic abuse and mental health and connect with services that are available locally for support with these issues

Notes to the accounts

18. Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total 2022
	£	£	£	£
Tangible fixed assets	777	-	7,653	8,430
Cash at bank and in hand	97,692	72,600	180,925	351,217
Other net current assets/(liabilities)	19,240	-	(30,824)	(11,584)
Creditors of more than one year	-	-	-	-
Total	117,709	72,600	157,754	348,063

Previous reporting period

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Tangible fixed assets	1,556	-	3,160	4,716
Cash at bank and in hand	53,315	73,412	69,403	196,130
Other net current assets/(liabilities)	(6,300)	-	2,815	(3,485)
Creditors of more than one year	-	-	-	-
Total	48,571	73,412	75,378	197,361

19. Financial Instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised on a transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at an amortised cost using the effective interest method.

20 Operating Lease Commitments

At 31 March 2022 the charity had future minimum lease payments under non-cancellable operation leases, as follows:

	2022	2021
	£	£
Not later than 1 year	792	792
Later than 1 year and not later than 5 years	594	1,386

Lease payments in these accounts comprise £792 within Post, Printing & Stationery.

Income and Expenditure Account

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Income		
Donations	70	-
General grants:	-	-
Women's Digital Entrepreneurship Project	1,124	-
Active Communities Network	2,525	750
GMCVO	-	1,000
NHS Tameside & Glossop CCG	20,000	-
Tameside MBC Self-Isolation Project	10,000	-
Tameside MBC Discretionary Grant	3,453	-
Tameside MBC Infection Control	12,287	-
Tameside MBC	2,037	-
Tameside MBC	428	-
Salford CVS	-	1,000
Self Help Services	-	112
Unlimited Potential	-	5,000
Pennine Care	30,000	30,000
Restricted grants:		
The National Lottery Community Fund	92,138	99,400
Big Lottery Fund Awards for All	-	9,847
Active Communities Network Tackling Inequalities	7,213	-
Leap Children and Family Centre	6,817	5,000
Comic Relief Ministry of Justice	83,882	87,835
Comic Relief	3,081	-
GMCVO MHSF	5,184	-
GMCVO PIMH	7,500	-
The Big Life Group (Mind Matters)	5,000	-
Garfield Weston	1,667	-
GMCA Uplift	10,000	-
Peoples Health Trust	8,406	-
ROSA Small Wood Trust	50,000	-
Tameside, Oldham & Glossop Mind	-	15,000
Tameside MBC: Infection Control	-	5,634
Tameside MBC: Barriers	4,999	-
Action Together Befriending Matters	24,090	-
Action Together Emergency Funds	24,999	-
Action Together Sport England	7,798	28,470
& Domestic Abuse Awareness	-	24,821
Fee income	1,116	-
Rental Income	80	-
Total Income	**425,894**	**313,869**
Expenditure		
Project Costs	1,292	1,964
Publicity	824	146
Room hire	30	-
Employment Costs	214,743	215,199
Training	35	1,946
Translation Fees	84	131
Beneficiary Training	1,380	2,785
Repairs and Maintenance	-	130
Childcare Costs	-	56
Volunteer Expenses	373	495
Refreshments	795	72
Minor Equipment	306	545
Staff Travel	247	143
Bank Charges	195	161
Subscriptions	336	119
IT Maintenance	16,592	5,092
Cleaning	280	303
Telephone	2,651	2,527
Insurance	1,788	1,483
Governance and Support Costs	24,719	11,502
Post, Printing & Stationery	3,111	2,963
Depreciation	5,349	2,996
Miscellaneous	62	18
Total Expenditure	**275,192**	**250,776**
Surplus/(deficit for year)	150,702	63,093

DIVERSITY MATTERS NORTH WEST LTD

England & Wales - Charity number 1125544

Accounts

DIVERSITY MATTERS NORTH WEST LTD

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

Registered Charity No. 1125544
Company Registration No. 06442869

DIVERSITY MATTERS NORTH WEST LTD

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DIVERSITY MATTERS NORTH WEST LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31st MARCH 2021

The trustees present their annual directors' report and financial statements of the charity for the year ended 31st March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Diversity Matters North West Ltd.'s Objectives are to:

- Tackle issues that impact on people's health and well-being.
- Provide targeted support for disadvantaged and excluded groups.
- Promote improved community cohesion.

Our Values:

- We try to empower the people we work with, individually and collectively, by encouraging them to build with confidence on the skills and knowledge that they already have.
- We share the ideas and agenda of the localism- don't do something for people they can do themselves.
- We Listen to the views of the people within the community we serve, being informed, and led by their expressed needs.
- We are sensitive towards their faith and culture, although we will not normally undertake work that is faith specific.
- We strive to be honest and transparent about our intentions, so it is easier for the people we work with, and for our partner agencies, to know where they stand with us.
- We involve community members in decision making, volunteering, training, and paid employment.

Our activities, policies, strategies, workforce development and recruitment are all underpinned by our values. It is the fabric that brings together all aspects of our work whether that is operational activities or external partnership working.

As we entered 2020/2021, we were hit with a global health pandemic, where the government issued a UK wide lockdown due to the COVID19 outbreak. The challenges this brought were unfounded, however, the Charity took these on when many closed their doors or subsequently shut down. DMNW worked tirelessly with trustees, the workforce, commissioners, funders, and local partners to address health inequalities, redesigning and transforming its services to meet the imminent crisis support needs of the local people in Tameside. Despite these challenges delaying our plans, the Charity continues to develop and remain strong, demonstrating its agility and dynamic leadership at times of uncertainties.

The trustees confirm that they have continued to refer to the Charity Commission's guidance on public benefit, planning future activities and setting the policies for the year. As a direct result of the pandemic, the trustees and senior management team reviewed previous policies and put in place new policies to ensure the safety and wellbeing of its

workforce and volunteers. New policies include Risk Management Matrix, Flexible Working policy, Home Working Policy, home working health and safety agreement, grievance policy, disciplinary policy and lockdown exit strategy.

The charity furthers its charitable purposes for the public benefit through achievements this year, including:

- Transforming services to adapt to the new ways of working remotely
- Successfully re-engaging service users within its activities
- Addressed inequalities and equitable access to services with statutory providers. DMNW are now involved in local authority run inequalities reference group and vaccination strategic group to ensure service are inclusive of their residents.
- Strengthened relationships with statutory bodies such as TMBC, CCG, GMCA.
- Strengthened local partnerships with other voluntary sector organisations
- Develop a pilot programme to help BAMER residents get one via one to one and group support interventions.
- Successfully recruited an interim operations manager to relieve capacity of the Chief Officers to focus on imminent challenges.
- Re-vamped our website and produced bilingual literature and videos to cascade key health messages to vulnerable communities.
- DMNW are the only voluntary sector organisation that were invited to attend regular COVID recovery meetings with the local authority.
- Organised and went live on TV on Probash Bangla channel with local partners to promote services and the collaborative food bank.
- Participated in University of Manchester Research into the commissioning, handling and monitoring of translation and interpreting services to support service users in the charity and voluntary sector who do not have English as a first language.

A review of our achievements and performance

The main achievements during the year were as above and in addition:

- Successful completion and submission of the end of year report for Pennine Care and the securing of a further 6months funding.
- Successful completion and submission of Year 1 Comic relief report for our BAMER women's crisis support project.
- Successfully completed Tameside Community Buddy Project and secured additional funds to continue to deliver the service.
- Successfully completed our Action Together funded BAMER cancer Awareness project where we recruited 30 Community Cancer Champions and overall worked with 72 individuals.
- Successful completion and submission of the end of 3-year project impact report to Sports England where we engaged over 648 people from across Tameside and trained 160 women from ethnic minority backgrounds. 173 training courses were delivered, delivering over 42 different types of activities which has had over 1499 attendances. 100% of people that engaged reported the project having a positive impact on them.
- Successful completion and submission of the end of year report to The National Lottery Reaching Communities Fund.
- Successfully achieved funding for a new BAMER link worker role to link organisations with the needs of the BAMER community and ensure that support services are inclusive.
- Successfully held our first ever volunteer celebration online with over 50 attendees.
- Re-trained and re-engaged over 60 volunteers to help support people locally
- Conducted community consultations around BAMER support services to inform our strategic approach to meet local needs. These reports have been cascaded and

shared across GM and wider with funders and commissioners. These reports have fed into GM equality alliance discussion on the impact of COVID on BAMER residents to start influencing GM wide and local priorities to address health inequalities exacerbated by the pandemic.

- DMWN were instrumental in setting up a culturally sensitive local food bank and immobilising local volunteers to conduct leaflet drops and food collections and drop offs during the height of the pandemic. This provided over 3,762 meals, 44% of these included meals for children.
- Successfully re-starting our young girls fun club towards the end of the year, where lockdown restrictions started to be lifted.
- Signpost over 418 people and referred 118 into support services
- Trained all staff in safeguarding, health and safety and communications.

Financial review

- Funds as at 31st March 2021 amounted to £197,361 of which £75,378 were restricted.
- Restricted funds held at the end of the year have been carried forward for the continuation of the specific projects.
- The charity secured funding for from Pennine Care NHS FT for the continuation of its partnership health program for a further 6 months.
- Successfully secured a funding to develop work around perinatal infant mental health for next financial year.

Investment powers and policy

The trustees have developed an investment policy.

Reserves policy and going concern

The balance held in reserves at 31st March 2021 was £48,571 of which £47,015 are free reserves after allowing for funds tied up in fixed assets.

General Reserve

The Charity will seek, where possible, to maintain a general reserve equivalent to its total running costs for a period of no less than three or no more than six months. Where the general reserve falls below this figure, the Board will consider ways to generate increased reserve funds. Where the general reserve rises above the higher figure, the Board will consider ways to spend the surplus funds in furtherance of the Charity's objects.

Designated Funds

The Charity will designate specific reserve funds only in the event of an imminent and quantifiable liability, such as anticipated redundancy of specific posts or repair and removal costs on expiry of lease.

The Charity's main source of income is grants and fees. The Trustees consider that it is appropriate to prepare the accounts on a going concern basis and, consequently, the accounts do not include any adjustments that would be necessary if these sources of income should cease.

Risk management

The Board has established systems to mitigate the risks the Charity faces. Internal control risks are minimised by the implementation of financial procedures. All major projects and

funding applications are authorised at Board level. Procedures are in place to ensure compliance with health and safety of staff, volunteers and service users. All policies and procedures are periodically reviewed to ensure that they continue to meet the needs of the Charity and are in line with government guidelines.

Revised strategies, policies and procedures that were agreed covered the staff salary scales, Risk Management Matrix, grievance policy, food policy, disciplinary policy. New policies included Flexible Working policy, Home Working Policy, home working health and safety agreement and lockdown exit strategy.

Plans for Future Periods

We will and have continued to work within government guidelines as we transition from a humanitarian approach to a 'new normal' with regards to living with Covid-19. Trustees have and will continue to support staff to work from home and when safe will allow work from the healthy living centre to once again commence as per the Charity's lockdown exit strategy.

Though our networks and partnerships developed in the last 12 months we have strategically placed DMNW in key decision-making platforms both locally and GM wide. This has enabled us to have conversations for future collaborative and joint working, stiving towards becoming a partner of choice.

We continue to be guided by our board of trustees ensuring we are continuously and consistently meeting the charitable objects and abiding by both Charity Commission and companies House regulations as well as our legal obligations. The pandemic had delayed our progress on sustainability and diversifying our income streams, there this focus remains. As the world returns to a new 'normal' we will resume our efforts towards;

- Review organisation business plan to ensure the changing needs of the local communities are reflected.
- To review and develop income generation strategy and implementation plan to diversify income streams for future financial stability.
- Conduct a review of the Board and achieve an effective staff re-structure
- Implementing the action plan for a women's social enterprise which will, provide first steps into employment for women and a viable income generation for the Charity.
- Developing bespoke training programmes to further assist with generating future income.
- Registering through the Department of Works & Pension's Dynamic Purchasing System and GMCA Flexible Procurement System to enable purchase of our training provisions in the local community and to bid for larger tenders.
- Continue to focus on applying for funds and grants that allow for full cost recovery and unrestricted grants.
- Continue to run our core projects and activities seeking funding where possible to cover these costs.
- Continue to see strategic representation on Greater Manchester wide networks and platforms to share our learning, influence policies and decision making.

Structure, governance and management

Diversity Matters North West Ltd is a company limited by guarantee governed by its Memorandum and Articles of Association dated 23/11/2007 and subsequently updated Articles dated August 2020. It is registered as a charity with the Charity Commission and is constituted under a trust deed dated 03/12/2007.

Appointment of trustees

Under the requirements of the Memorandum and Articles of Association, members of the board are appointed for a 3 – year term and can serve up to a maximum of 10 years. The board is responsible for appointing the trustees.

Trustee induction and training

The directors of the company are also charity trustees for the purposes of charity law and, under the company's articles, are known as members of the Board. The Board give their time voluntarily and receive no benefits from the charity.

Although new members may be elected to the Board at the general meetings, the Board more commonly recruits new members through a process of recommendation, application, interview and co-option. Persons can only become trustees if approved by two thirds of the Board. The Board seeks to maintain a membership of between 6 and 10, with a balance of local residents and local workers, whilst ensuring as far as possible some specialist knowledge of the Charity's field of work and of generic issues such as finance, law and public service commissioning. The number of trustees cannot fall below 3 but has no maximum.

Organisation

The board of trustees administers the charity. The board normally meets every quarter. A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. From 2015 this position was taken up as a Job Share. They operate a human resources sub-committee and finance working group to review any such issues in depth and report back to the board for the final decision making. The role of Company Secretary has been taken up by one of the paid chief executives who reports to the board on an ongoing basis. Whilst Chief Officers are supervised by a member of the Board, all other staff are supervised by the Chief Officers or a Line Manager. Individual work plans are linked to the Charity's forward plans through a process of annual appraisal, supplemented by biannual reviews and ad-hoc supervisions.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager with any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

Reference and administrative information

Charity Name: Diversity Matters North West Ltd
Charity Number: 1125544
Company Registration Number: 06442869

Directors and trustees

The directors of the charitable company (the Charity) are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Key management personnel: Trustees and Directors

Rehana Begum	Company Secretary	
Caroline Gregory	Chair of Trustees	
Penny Noel		
Johura Khatoon		
James Fitzpatrick		(resigned July 2021)
Daniel McLoughlin		
Garry Hall		
Oluwatosin Lanlehin		
Mohammed Khan		(appointed June 2020)
Halyma Begum		(appointed April 2021)
Asma Begum		(appointed April 2021)
Lorraine Martin-Denham		(appointed April 2021)

Chief Executive

Rehana Begum	(Job Share)
Gemma Gaskell	(Job Share)

Registered Office

20 Great Norbury Street
Hyde
Cheshire
SK14 1BR

Independent Examiners

Community Accountancy Service Limited
The Grange
Pilgrim Drive
Beswick
Manchester
M11 3TQ

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham
B1 2HB

DIVERSITY MATTERS NORTH WEST LTD

Trustees responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Diversity Matters North West Ltd for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- Select suitable accounting principles and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is appropriate 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 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 charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board of trustees

Caroline Gregory

Chair

Date: 8th September 2021

Independent examiner's report to the trustees of DIVERSITY MATTERS NORTH WEST LTD

I report on the accounts of the company for the year ended 31st March 2021, which are set out on pages 9 to 20.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity is required by company law to prepare accrued accounts and I am qualified to undertake the examination by being a qualified member of The Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act ;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006, ; and
- with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

AM King FCCA A.M.King
Community Accountancy Service Ltd
The Grange, Pilgrim Drive, Beswick, Manchester, M11 3TQ

Date: 8th September 2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	Further Details	Unrestricted Funds £	Restricted Funds £	Total Funds Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2020 £
Income from:					
Donations and legacies	(3)	37,862	-	37,862	62,387
Charitable Activities	(4)	-	276,007	276,007	166,314
Other Trading Activities	(5)	-	-	-	375
Total		37,862	276,007	313,869	229,076
Expenditure on:					
Raising Funds	(6)	-	2,110	2,110	13,379
Charitable Activities	(6)	10,099	238,549	248,648	231,541
Other	(6)	18	-	18	30
Total		10,117	240,659	250,776	244,950
Net income/(expenditure)		27,745	35,348	63,093	(15,874)
Transfers between funds	(17)	-	-	-	-
Net movement in funds		27,745	35,348	63,093	(15,874)
Reconciliation of funds					
Total funds brought forward	(17)	94,238	40,030	134,268	150,142
Total funds carried forward	(17)	121,983	75,378	197,361	134,268

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

The notes on pages 12 to 20 form part of these accounts.

BALANCE SHEET AS AT 31 MARCH 2021

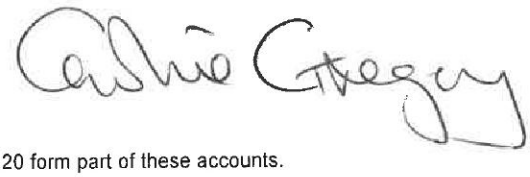
	Notes	2021 £	2020 £
Fixed assets:			
Tangible assets	(11)	4,716	595
Total fixed assets		4,716	595
Current assets:			
Stocks	(12)	-	-
Debtors	(13)	3,816	5,454
Cash at Bank & in Hand		196,130	145,770
Total current assets		199,946	151,224
Liabilities:			
Creditors: Amounts falling due within one year	(15)	7,301	17,551
Net current assets or liabilities		192,645	133,673
Total assets less current liabilities		197,361	134,268
Creditors: Amounts falling due after more than one year	(16)		
Provisions for liabilities		-	-
Total net assets or liabilities		197,361	134,268
The funds of the charity:			
Restricted income funds	(17)	75,378	40,030
Unrestricted income funds	(17)	121,983	94,238
Total charity funds		197,361	134,268

For the period in question the company was entitled to the exemption conferred by section 477 of the Companies Act 2006, and that no notice has been deposited under section 476 in relation to its accounts for the financial year; and the directors acknowledge their responsibilities for:
- complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

Approved by the trustees on 8th September 2021

Caroline Gregory Chair



The notes on pages 12 to 20 form part of these accounts.

Statement of Cash Flows for the year ending 31 March 2021

	Year Ended 31 March 2021	Year Ended 31 March 2020
	£	£
Net cash used in operating activities	57,477	(36,443)
Cash flows from investment activities:		
Interest	-	-
Purchase of fixed assets	(7,117)	-
Net cash provided by investing activities	(7,117)	-
Increase/(decrease) in cash and cash equivalents during the year	50,360	(36,443)
Cash and cash equivalents brought forward	145,770	182,213
Cash and cash equivalents carried forward	**196,130**	**145,770**

Notes to the accounts

1. Accounting policies

(a) Basis of preparation and assessment of going concern

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 notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

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

(b) Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There are 11 restricted funds.

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Further details of each fund are disclosed in note 17.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

(d) Expenditure Recognition

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 settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (g) below.

(e) Irrecoverable VAT

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

(f) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to independent examination ad legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on type of expense. The allocation of support and governance costs is analysed in note 8.

(g) Costs of raising funds

The costs of raising funds consists of room hire and publicity.

(h) Charitable Activities

Costs of charitable activities include governance costs and an apportionment of support costs as shown in note 7.

(i) Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged on the following basis:

Computer Equipment	33.33% on cost

(j) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their varying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(k) Pensions

The trustees implemented an auto enrolment pension scheme from February 2017. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

(l) Debtors

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

(m) Creditors and provisions

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

2. Related party transactions and trustees' expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2020: £nil). Expenses paid to the trustees in the year totalled £nil (2020: £nil). The trustee expenses shown in these accounts is in respect of refreshments for trustee meetings.

Trustee Penny Noel was paid £nil for consultancy services during the year (2020: £750). This was in accordance with the Charity's governing document.

Employee Ambia Begum is the sister in law of a trustee.

3. Donations and Legacies

	Unrestricted Year Ended 31 March 2021 £	Restricted Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2020 £
Donations	-	-	-	28,581
General grants:				
Action Together	-	-	-	250
Active Communities Network	750	-	750	2,248
GMCVO	1,000	-	1,000	-
Community Revival	-	-	-	180
Salford CVS	1,000	-	1,000	-
Self Help Services	112	-	112	1,128
Unlimited Potential	5,000	-	5,000	-
Pennine Care	30,000	-	30,000	30,000
	37,862	-	37,862	62,387
Previous reporting period	33,806	28,581	62,387	

4. Income from charitable activities

	Unrestricted Year Ended 31 March 2021 £	Restricted Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2020 £
Other Income	-	-	-	1,266
Restricted grants:				
National Lottery Reaching Communities Fund	-	99,400	99,400	30,627
Big Lottery Fund Awards for All	-	9,847	9,847	-
Leap Children and Family Centre	-	5,000	5,000	-
Comic Relief	-	87,835	87,835	48,653
Tameside, Oldham & Glossop Mind	-	15,000	15,000	20,000
Tameside MBC: Community Champions	-	5,634	5,634	-
Action Together Volunteer Fund	-	-	-	445
Action Together Community Wellbeing: Cancer Awareness	-	-	-	24,999
Action Together Sport England	-	28,470	28,470	40,324
Action Together Community Wellbeing: Domestic Abuse	-	24,821	24,821	-
	-	276,007	276,007	166,314
Previous reporting period	1,266	165,048	166,314	

5. Income from other trading activities

	Unrestricted Year Ended 31 March 2021 £	Restricted Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2020 £
Rental income	-	-	-	375
	-	-	-	375
Previous reporting period	375	-	375	

6. Expenditure

	Activities for the benefit of people living in Hyde and Tameside	Year Ended 31 March 2021	Year Ended 31 March 2020
	£	£	£
Expenditure on raising funds:			
Project Costs	1,964	1,964	1,190
Publicity	146	146	11,799
Room hire	-	-	390
	2,110	2,110	13,379
Expenditure on charitable activities:			
Employment Costs	215,199	215,199	200,194
Training	1,946	1,946	4,944
Translation Fees	131	131	-
Beneficiary Training	2,785	2,785	1,439
Repairs and Maintenance	130	130	127
Childcare Costs	56	56	3,578
Volunteer Expenses	495	495	1,043
Refreshments	72	72	1,818
Minor Equipment	545	545	1,224
Staff Travel	143	143	1,072
Bank Charges	161	161	170
Subscriptions	119	119	69
IT Maintenance	5,092	5,092	2,737
Cleaning	303	303	232
Telephone	2,527	2,527	175
Insurance	1,483	1,483	1,138
Governance and Support Costs	11,502	11,502	5,220
Post, Printing & Stationery	2,963	2,963	4,317
Depreciation	2,996	2,996	2,044
	248,648	248,648	231,541
Other expenditure:			
Miscellaneous	18	18	30
	18	18	30
	250,776	250,776	244,950
Restricted funds		240,659	244,950
Unrestricted funds		10,117	-
		250,776	244,950

7. Analysis of expenditure on charitable activities

As per note 6.

8. Allocation of governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown below:

	General Support	Governance	Total	Basis of apportionment
Accountancy Fees	-	900	900	type of expense
DBS Fees	79	-	79	type of expense
Consultancy	8,000	-	8,000	type of expense
Supervision	1,461	-	1,461	type of expense
Payroll Bureau Charges	920	-	920	type of expense
Other Financial Services	137	-	137	type of expense
Trustee Expenses	-	5	5	type of expense
	10,597	905	11,502	

9. Analysis of staff costs

	Year Ended 31 March 2021	Year Ended 31 March 2020
	£	£
Wages and Salaries	198,772	184,671
Redundancy	-	-
Social Security Costs	11,878	11,640
Pension Costs	4,549	3,883
	215,199	200,194
Support costs	-	-
Charitable activities	215,199	200,194
	215,199	200,194

The average number of employees during the year was 13 (previous year: 11). FTE 9.2 (2020: 7.3)
The charity considers its key management personnel comprises the trustees and Chief Executive Officers. The total employment benefits, including employer pension contributions of the key management personnel were £36759 (previous year: £33,459), No employee has benefits in excess of £60,000 (previous year: none).
Key management personnel are Gemma Gaskell and Rehana Begum. The figures above comprise 50% of each salary.

10. Independent Examiner Fees

	Year Ended 31 March 2021	Year Ended 31 March 2020
	£	£
Independent examination fees	900	920
	900	920

11. Tangible Fixed Assets

	Computer Equipment	Total
Cost	£	£
At 1 April 2020	9,090	9,090
Additions	7,117	7,117
At 31 March 2021	16,207	16,207
Depreciation		
At 1 April 2020	8,495	8,495
Charge for Year	2,996	2,996
At 31 March 2021	11,491	11,491
NET BOOK VALUE		
At 31 March 2021	4,716	4,716
At 31 March 2020	595	595

12. Stocks

The organisation does not hold any stocks.

13. Analysis of debtors

	2021	2020
	£	£
Debtors	300	4,361
Prepayments	3,516	1,093
Other debtors	-	-
	3,816	5,454

Debtors and prepayments related to restricted funds £2,932 and unrestricted funds £884 (2020: £nil/£5,454).

14. Creditors: amounts falling due within one year

	2021	2020
	£	£
Creditors	1,685	3,431
Short-term compensated absences (holiday pay)	4,716	3,418
Other creditors and accruals	900	972
Deferred income	-	9,730
	7,301	17,551

15. Deferred income

Deferred income comprises grants paid in advance.

Balance as at 1st April 2020	9,730
Amount released to income earned from charitable activities	(9,730)
Amount deferred in year	-
Balance at 31 March 2021	-

16. Creditors: amounts falling due after more than one year

	2021	2020
	£	£
Provisions for liabilities	-	-
	-	-

17. Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance at 1 April 2020	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
General Fund	24,924	37,862	(10,117)	(4,098)	48,571
Designated Funds	69,314	-	-	4,098	73,412
	94,238	37,862	(10,117)	-	121,983

Previous reporting period

	Balance at 1 April 2019	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2020
	£	£	£	£	£
General Fund	4,554	35,447	-	(15,077)	24,924
Designated Funds	55,534	-	-	13,780	69,314
	60,088	35,447	-	(1,297)	94,238

Name of unrestricted fund:	Description, nature and purpose of the fund
General Fund	The "free reserves" after allowing for all designated funds
Designated Funds	For future redundancy and closure costs

Analysis of movements in restricted funds

	Balance at 1 April 2020	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
National Lottery Reaching Communities Fund	-	99,400	(80,067)	-	19,333
Big Lottery Fund Awards for All	-	9,847	-	-	9,847
Tameside, Oldham & Glossop Mind	1,667	15,000	(16,534)	-	133
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Leap Children and Family Centre	-	5,000	(4,163)	-	837
Comic Relief	1,914	87,835	(81,242)	-	8,507
WISH	3,664	-	(3,066)	-	598
Tameside MBC: Community Champions	-	5,634	(2,504)	-	3,130
Action Together Community Wellbeing: Cancer Awareness	6,901	-	(6,901)	-	-
Action Together Sport England	12,496	28,470	(38,656)	-	2,310
Action Together Community Wellbeing: Domestic Abuse	-	24,821	(7,526)	-	17,295
	40,030	276,007	(240,659)	-	75,378

Previous reporting period

	Balance at 1 April 2019	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2020
	£	£	£	£	£
Big Lottery Fund	25,700	30,627	(57,161)	834	-
Tameside, Oldham & Glossop Mind	-	20,000	(18,333)	-	1,667
NHS Tameside & Glossop CCG	13,388	-	-	-	13,388
Comic Relief	(244)	48,653	(46,495)	-	1,914
WISH	7,586	-	(3,922)	-	3,664
Action Together Volunteer Fund	-	445	(445)	-	-
Action Together Community Wellbeing: Cancer Awareness	-	24,999	(18,098)	-	6,901
Action Together Sport England	12,594	40,324	(40,422)	-	12,496
Greater Neighbourhoods	31,030	28,581	(60,074)	463	-
	90,054	193,629	(244,950)	1,297	40,030

Name of restricted fund:	Description, nature and purpose of the fund
National Lottery Reaching Communities Fund	for working across Tameside with women, particularly black, minority and ethnic (BME), experiencing social exclusion offering a programme of informal social and mutual support activities, learning opportunities and employment support and to provide a peer mentor programme to support BAME women in crisis
Big Lottery Fund Awards for All	to continue to deliver our peer mentoring programme which supports South Asian women in Tameside who are in crisis, suffering from domestic abuse and mental health
Tameside, Oldham & Glossop Mind	for a multi-agency Tameside Buddying project which works with residents across Tameside with long term conditions or with those who experience loneliness or social isolation and support them back into the community through providing one to one buddy support and handholding service
NHS Tameside & Glossop CCG	for supporting the costs of rent and running of the centre
Leap Children and Family Centre	to deliver a "warmer heat in winter" telephone befriending service to adults in Tameside who are experiencing vulnerabilities, incldluing loneliness and isolation
Comic Relief	for a Peer support project working with trained volunteers from the South Asian community to offer culture and faith sensitive support to other Bengali, Indian and Pakistani women in crisis. Providing an opportunity for women to talk in confidence to someone who understands the cultural sensitivity around mental health and domestic abuse.
WISH	for Bengali Women's training programme
Tameside MBC: Community Champions	to support TMBC to gain a better understanding of barriers facing residents and service users in accessing information - particularly in relation to language with a focus on hearing and understanding the barriers facing our communities to access information
Action Together Community Wellbeing: Cancer Awareness	for a 12 month pilot project to deliver Tameside BAMER Cancer Awareness. The project works with local partners to train local bilingual Community Cancer Champions to cascade and raise awareness of cancer signs, symptoms, support services, tackling misconceptions, cultural stigmas by providing tailored, culturally sensitive and bilingual educational workshops in local BAMER communities
Action Together Sport England	using an asset-based approach, this project works with BAMER women across Tameside to develop a volunteer pathway that can be adapted to meet the needs and aspirations of our other potentially marginalised communities. The project aims to develop a coordinated pathway for quality and meaningful, acessible volunteering opportunities between partner organisations and to increase the number of social and physical activity sessions in the borough.
Action Together Community Wellbeing: Domestic Abuse	to raise awareness within BAMER communities around domestic abuse and mental health and connect with services that are available locally for support with these issues

18. Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Tangible fixed assets	1,556	-	3,160	4,716
Cash at bank and in hand	53,315	73,412	69,403	196,130
Other net current assets/(liabilities)	(6,300)	-	2,815	(3,485)
Creditors of more than one year	-	-	-	-
Total	48,571	73,412	75,378	197,361

Previous reporting period

	Unrestricted funds	Designated funds	Restricted funds	Total 2020
	£	£	£	£
Tangible fixed assets	-	-	595	595
Cash at bank and in hand	6,564	69,314	69,892	145,770
Other net current assets/(liabilities)	18,360	-	(30,457)	(12,097)
Creditors of more than one year	-	-	-	-
Total	24,924	69,314	40,030	134,268

19. Financial Instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised on a transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at an amortised cost using the effective interest method.

20. Reconciliation of net movement in funds to net cash flow from operating activities

	Year Ended 31 March 2021	Year Ended 31 March 2020
	£	£
Net movement in funds	63,093	(15,874)
Add back depreciation	2,996	2,044
Deduct investment income	-	-
Decrease/(increase) in stocks	-	-
Decrease/(increase) in debtors	1,638	(4,628)
Increase/(decrease) in creditors	(10,250)	(17,985)
Net cash used in operating activities	57,477	(36,443)

21 Operating Lease Commitments

At 31 March 2021 the charity had future minimum lease payments under non-cancellable operation leases, as follows:

	2021	2020
	£	£
Not later than 1 year	792	704
Later than 1 year and not later than 5 years	1,386	-

Lease payments in these accounts comprise £902 within Post, Printing & Stationery.

Income and Expenditure Account

	Year Ended 31 March 2021 £	Year Ended 31 March 2020 £
Income		
Donations	-	28,581
General grants:	-	-
Action Together	-	250
Active Communities Network	750	2,248
GMCVO	1,000	-
Community Revival	-	180
Salford CVS	1,000	-
Self Help Services	112	1,128
Unlimited Potential	5,000	-
Pennine Care	30,000	30,000
Other Income	-	1,266
Restricted grants:		
National Lottery Reaching Communities Fund	99,400	30,627
Big Lottery Fund Awards for All	9,847	-
Leap Children and Family Centre	5,000	-
Comic Relief	87,835	48,653
Tameside, Oldham & Glossop Mind	15,000	20,000
Tameside MBC: Community Champions	5,634	-
Action Together Volunteer Fund	-	445
Action Together Community Wellbeing: Cancer Awareness	-	24,999
Action Together Sport England	28,470	40,324
Action Together Community Wellbeing: Domestic Abuse	24,821	-
Rental income	-	375
Total Income	**313,869**	**229,076**
Expenditure		
Project Costs	1,964	1,190
Publicity	146	11,799
Room hire	-	390
Employment Costs	215,199	200,194
Training	1,946	4,944
Translation Fees	131	-
Beneficiary Training	2,785	1,439
Repairs and Maintenance	130	127
Childcare Costs	56	3,578
Volunteer Expenses	495	1,043
Refreshments	72	1,818
Minor Equipment	545	1,224
Staff Travel	143	1,072
Bank Charges	161	170
Subscriptions	119	69
IT Maintenance	5,092	2,737
Cleaning	303	232
Telephone	2,527	175
Insurance	1,483	1,138
Governance and Support Costs	11,502	5,220
Post, Printing & Stationery	2,963	4,317
Depreciation	2,996	2,044
Miscellaneous	18	30
Total Expenditure	**250,776**	**244,950**
Surplus/(deficit for year)	63,093	(15,874)