

# **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

## INDEX

<u>PAGE NUMBER</u>	<u>CONTENTS</u>
1 - 7	TRUSTEES ANNUAL REPORT
8	INDEPENDENT EXAMINERS REPORT
9	STATEMENT OF FINANCIAL ACTIVITIES
10	BALANCE SHEET
11	STATEMENT OF CASH FLOWS
12 - 20	NOTES TO THE ACCOUNTS
FOR MANAGEMENT PURPOSES ONLY	
21	TRADITIONAL INCOME AND EXPENDITURE ACCOUNT



## DIVERSITY MATTERS NORTH WEST LTD

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2021

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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



## DIVERSITY MATTERS NORTH WEST LTD

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





## **DIVERSITY MATTERS NORTH WEST LTD**

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 mobilising 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 31<sup>st</sup> 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



## **DIVERSITY MATTERS NORTH WEST LTD**

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, striving 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.



**DIVERSITY MATTERS NORTH WEST LTD****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:



**DIVERSITY MATTERS NORTH WEST LTD****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: 8<sup>th</sup> 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 31<sup>st</sup> 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: 8<sup>th</sup> September 2021



**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED**  
**31 MARCH 2021**

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

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

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



**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 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.



**(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
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**(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
	<u>37,862</u>	<u>-</u>	<u>37,862</u>	<u>62,387</u>
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 £
<b>Expenditure on raising funds:</b>			
Project Costs	1,964	1,964	1,190
Publicity	146	146	11,799
Room hire	-	-	390
	<u>2,110</u>	<u>2,110</u>	<u>13,379</u>
<b>Expenditure on charitable activities:</b>			
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
	<u>248,648</u>	<u>248,648</u>	<u>231,541</u>
<b>Other expenditure:</b>			
Miscellaneous	18	18	30
	<u>18</u>	<u>18</u>	<u>30</u>
	<u>250,776</u>	<u>250,776</u>	<u>244,950</u>
Restricted funds		240,659	244,950
Unrestricted funds		10,117	-
		<u>250,776</u>	<u>244,950</u>



**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
<b>Depreciation</b>		
At 1 April 2020	8,495	8,495
Charge for Year	2,996	2,996
At 31 March 2021	11,491	11,491
<b>NET BOOK VALUE</b>		
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:

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 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:**

National Lottery Reaching Communities Fund

**Description, nature and purpose of the 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 &amp; 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 &amp; 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

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, accessible 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	-	-	-	-
<b>Total</b>	<b>48,571</b>	<b>73,412</b>	<b>75,378</b>	<b>197,361</b>

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	-	-	-	-
<b>Total</b>	<b>24,924</b>	<b>69,314</b>	<b>40,030</b>	<b>134,268</b>



**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)
<b>Net cash used in operating activities</b>	<b>57,477</b>	<b>(36,443)</b>

**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 £
<b>Income</b>		
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
<b>Total Income</b>	<b>313,869</b>	<b>229,076</b>
<b>Expenditure</b>		
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
<b>Total Expenditure</b>	<b>250,776</b>	<b>244,950</b>
<b>Surplus/(deficit for year)</b>	<b>63,093</b>	<b>(15,874)</b>

