

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.

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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.

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- 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. Policies 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.

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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.

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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**

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Hyde
Cheshire
SK14 1BR

Independent Examiners

Community Accountancy Service Limited
The Grange
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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

A handwritten signature in black ink, appearing to read 'Caroline Gregory', written over a faint rectangular box.

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)

				Total Funds	Total Funds
		Unrestricted	Restricted	Year Ended	Year Ended 31
	Further Details	Funds	Funds	31 March 2022	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		<u>83,120</u>	<u>342,774</u>	<u>425,894</u>	<u>313,869</u>
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		<u>14,203</u>	<u>260,989</u>	<u>275,192</u>	<u>250,776</u>
Net income/(expenditure)		68,917	81,785	150,702	63,093
Transfers between funds	(17)	(591)	591	-	-
Net movement in funds		<u>68,326</u>	<u>82,376</u>	<u>150,702</u>	<u>63,093</u>
Reconciliation of funds					
Total funds brought forward	(17)	121,983	75,378	197,361	134,268
Total funds carried forward	(17)	<u>190,309</u>	<u>157,754</u>	<u>348,063</u>	<u>197,361</u>

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

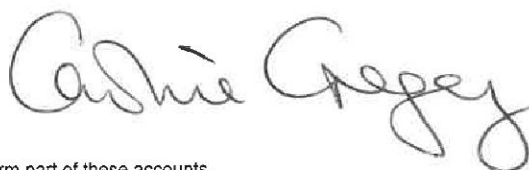
For the period in question the company was entitled to the exemption conferred by section 477 of the Companies Act 2006, and that no notice has been deposited under section 476 in relation to its accounts for the financial year; and the directors acknowledge their responsibilities for:

- 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
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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 (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
	<u>81,924</u>	<u>-</u>	<u>81,924</u>	<u>37,862</u>

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
	<u>37,862</u>	<u>-</u>	<u>37,862</u>

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	-
	<u>2,146</u>	<u>2,146</u>	<u>2,110</u>
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
	<u>272,984</u>	<u>272,984</u>	<u>248,648</u>
Other expenditure:			
Miscellaneous	62	62	18
	<u>62</u>	<u>62</u>	<u>18</u>
	<u>275,192</u>	<u>275,192</u>	<u>250,776</u>
Restricted funds		260,989	240,659
Unrestricted funds		14,203	10,117
		<u>275,192</u>	<u>250,776</u>

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
	<u>23,617</u>	<u>1,102</u>	<u>24,719</u>	

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
	<u>10,597</u>	<u>905</u>	<u>11,502</u>	

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
	<u>214,743</u>	<u>215,199</u>
Support costs	-	-
Charitable activities	<u>214,743</u>	<u>215,199</u>
	<u>214,743</u>	<u>215,199</u>

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
	<u>984</u>	<u>900</u>

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:

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 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 GMCVO PIMH	to contribute towards supporting Tameside Befriending programme 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 Peoples Health Trust	to contribute towards supporting the peer mentor project 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 Leap Children and Family Centre	for supporting the costs of rent and running of the 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 for Bengali Women's training programme
WISH 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 MHF	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 & Domestic Abuse Awareness	7,798	28,470
	-	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