

**DIVERSITY MATTERS NORTH WEST LTD**

**FINANCIAL STATEMENTS FOR THE YEAR ENDED  
31 MARCH 2023**

Registered Charity No. 1125544  
Company Registration No. 06442869

## DIVERSITY MATTERS NORTH WEST LTD

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**REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2023**

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

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

**Objectives and activities**

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

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

**Our Values:**

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

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

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

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

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

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

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

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

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

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

- One of our CEO's was nominated and recognised by partners, for the work that DMNW does with developing, empowering and enabling women from minority communities in their journey to future employment. She attended a Royal reception hosted by King Charles III and The Queen Consort, Camilla at the Royal Palace of Holyroodhouse in Edinburgh. This was to celebrate the contributions of the British South – East Asian communities in the UK. The Kings first official engagement since the period of royal mourning.
- Launch of our new, multilingual website to ensure ease and accessibility.
- Implementation of a new integrated telephone system to support hybrid working.
- Development of a new database streamlining our data monitoring processes.
- Launch of our new social enterprise, women's interpreting service.
- Successful recruitment of a Business Development Officer to help bring in different sources and longer-term income to maintain the core services of the Charity.
- Expanded our pool of bilingual casual workers to provide first steps into employment for local women from minority ethnic backgrounds to support the work of the Charity.
- Continued to maintain our living wage status.
- Successful accreditation with Cyber Essentials.
- Successfully achieving the Quality in Action Award.

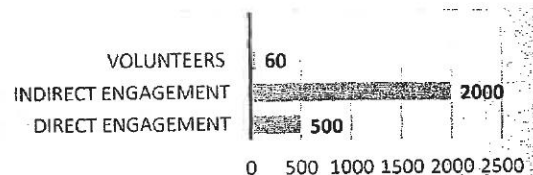


- Developed new partnership with local community organisations and started our first older men's wellbeing group in Hyde to tackle the cost-of-living crisis and provide a safe space for tackling loneliness and isolation.
- We developed and delivered a bespoke training package to Junior Doctors around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

#### A review of our achievements and performance

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

- Successful completion and submission of end of project reports for Pennine Care, The National Lottery Community Fund, Comic Relief, Ministry of Justice, TMBC, Action Together Community Wellbeing fund, GMCA.
- Successfully achieved funding for our new women's matters project, IT literacy programme and funds to continue our peer mentor project.
- Successful set up of our pilot access support service where we trained and recruited 5 sessional bilingual workers who supported 30 women from the local minority community, delivering 138 appointments, equating to over 220 hours of support. The workers handheld women into the right services, removing barriers and challenges they faced so they can get the help and support they need, when they need it. "I was so lost and stressing until my friend's daughter told me you provide help here. I am grateful to her for recommending me this place. You are really a life saver."
- Using our 'Grow our own approach' we successfully expanded our pool of sessional workers in a variety of roles including admin, marketing, community development and training facilitators, providing a much needed first step into employment for many of the women we support.
- Over 500 people from minority communities engaged directly into our services during 22-23, including 60 volunteers and a further 2000 indirectly engaged at events, networks, groups and general outreach across Tameside, supporting people to access the appropriate services. "Learning English is important to me, and my confidence level is getting better so I feel more able to tackle everyday things by myself."
- Just in our final year of the lottery funded training and learning support project we ran over 435 sessions which had over 4,271 attendances! "I am happy to start college now to continue to progress my learning" RB. "my daughter was choking and I had to perform first aid quickly, I was so glad I just did the training, it saved my daughter's life". 55 women from minority communities successfully secured their first job, providing much needed income during the cost-of-living crisis! "I have managed to



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

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



### Financial review

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

### Investment powers and policy

The trustees have an investment policy.

### Reserves policy and going concern

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

### General Reserve

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

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

### **Designated Funds**

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

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

### **Risk management**

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

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

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

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

### **Plans for Future Periods**

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

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

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

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

### **Structure, governance and management**

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

### **Appointment of trustees**

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

### **Trustee induction and training**

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

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

### **Organisation**

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



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### Related parties and co-operation with other organisations

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

### Reference and administrative information

Charity Name: Diversity Matters North West Ltd

Charity Number: 1125544

Company Registration Number: 06442869

### Directors and trustees

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

#### Key management personnel: Trustees and Directors

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

#### Chief Executive

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

#### Registered Office

20 Great Norbury Street  
Hyde  
Cheshire  
SK14 1BR

#### Independent Examiners

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

**DIVERSITY MATTERS NORTH WEST LTD****Bankers**

Unity Trust Bank plc  
Nine Brindley Place  
Birmingham  
B1 2HB

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

**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: 7<sup>th</sup> September 2023

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

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

**Respective responsibilities of trustees and examiner**

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

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

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

**Basis of independent examiner's report**

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

**Independent examiner's statement**

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

- (1) which gives me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006, ; and
  - with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

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

Date: 7<sup>th</sup> September, 2023

**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED****31 MARCH 2023****(Including Income and Expenditure Account)**

		Unrestricted Funds	Restricted Funds	Total Funds Year Ended 31 March 2023	Total Funds Year Ended 31 March 2022
	Further Details	£	£	£	£
<b>Income from:</b>					
Donations and legacies	(3)	28,861	-	28,861	81,924
Charitable Activities	(4)	-	159,202	159,202	342,774
Other Trading Activities	(5)	2,785	-	2,785	1,196
Investment Income		239	-	239	-
Other Income		1,761	-	1,761	-
<b>Total</b>		<b>33,646</b>	<b>159,202</b>	<b>192,848</b>	<b>425,894</b>
<b>Expenditure on:</b>					
Raising Funds	(6)	-	7,073	7,073	2,146
Charitable Activities	(6)	(238)	288,449	288,211	272,984
Other	(6)	-	19	19	62
<b>Total</b>		<b>(238)</b>	<b>295,541</b>	<b>295,303</b>	<b>275,192</b>
<b>Net income/(expenditure)</b>		<b>33,884</b>	<b>(136,339)</b>	<b>(102,455)</b>	<b>150,702</b>
Transfers between funds	(17)	(3)	3	-	-
<b>Net movement in funds</b>		<b>33,881</b>	<b>(136,336)</b>	<b>(102,455)</b>	<b>150,702</b>
<b>Reconciliation of funds</b>					
Total funds brought forward	(17)	190,309	157,754	348,063	197,361
<b>Total funds carried forward</b>	<b>(17)</b>	<b>224,190</b>	<b>21,418</b>	<b>245,608</b>	<b>348,063</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 14 to 25 form part of these accounts.

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**BALANCE SHEET AS AT 31 MARCH 2023**

Company Registration Number: 06442869

	Notes	2023 £	2022 £
<b>Fixed assets:</b>			
Tangible assets	(11)	4,041	8,430
Total fixed assets		<u>4,041</u>	<u>8,430</u>
<b>Current assets:</b>			
Stocks	(12)	-	-
Debtors	(13)	4,921	24,411
Cash at Bank & in Hand		239,103	351,217
Total current assets		<u>244,024</u>	<u>375,628</u>
<b>Liabilities:</b>			
Creditors: Amounts falling due within one year	(15)	2,457	35,995
Net current assets or liabilities		<u>241,567</u>	<u>339,633</u>
Total assets less current liabilities		245,608	348,063
Creditors: Amounts falling due after more than one year	(16)	-	-
Provisions for liabilities		-	-
<b>Total net assets or liabilities</b>		<u>245,608</u>	<u>348,063</u>
<b>The funds of the charity:</b>			
Restricted income funds	(17)	21,418	157,754
Unrestricted income funds	(17)	224,190	190,309
<b>Total charity funds</b>		<u>245,608</u>	<u>348,063</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 7th September 2023.

Caroline Gregory Chair



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

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Statement of Cash Flows for the year ending 31 March 2023

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

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

**1. Accounting policies****(a) Basis of preparation and assessment of going concern**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

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

**(b) Funds structure**

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

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

Further details of each fund are disclosed in note 17.

**(c) Income recognition**

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

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

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

**(d) Expenditure Recognition**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

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

**(e) Irrecoverable VAT**

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

**(f) Allocation of support and governance costs**

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

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

**(g) Costs of raising funds**

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

**(h) Charitable Activities**

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



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

**(i) Tangible fixed assets and depreciation**

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

Computer Equipment	33.33% on cost
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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 (2022: £nil). Expenses paid to the trustees in the year totalled £nil (2022: £nil). The trustee expenses shown in these accounts is in respect of refreshments for trustee meetings.

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

**3. Donations, Legacies and General Grants**

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

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

## 3. Donations, Legacies and General Grants

Previous reporting period

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

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

## 4. Income from charitable activities

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

## Previous reporting period

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

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

5. Income from other trading activities

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

Previous reporting period

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

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

## 6. Expenditure

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

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

### 7. Analysis of expenditure on charitable activities

As per note 6.

### 8. Allocation of governance and support costs

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

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

### Previous reporting period

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

### 9. Analysis of staff costs

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

The average number of employees during the year was 13 (previous year: 14). FTE (2022: 9.8)

The charity considers its key management personnel comprises the trustees and Chief Executive Officers. The total employment benefits, including employer pension contributions of the key management personnel were £43,760

(previous year: £39,433). No employee has benefits in excess of £60,000 (previous year: none).

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

### 10. Independent Examiner Fees

	Year Ended 31 March 2023 £	Year Ended 31 March 2022 £
Independent examination fees	960	984
	<u>960</u>	<u>984</u>

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

**11. Tangible Fixed Assets**

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

**12. Stocks**

The organisation does not hold any stocks.

**13. Analysis of debtors**

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

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

**14. Creditors: amounts falling due within one year**

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

**15. Deferred income**

Deferred income comprises grants paid in advance.

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

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

	2023	2022
	£	£
Provisions for liabilities	-	-
	-	-

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

## 17. Analysis of charitable funds

## Analysis of movements in unrestricted funds

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

## Previous reporting period

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

## Name of unrestricted fund:

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



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

## 17. Analysis of charitable funds

## Analysis of movements in restricted funds

Previous reporting period

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

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

Name of restricted fund:	Description, nature and purpose of the fund
The National Lottery Community Fund	to deliver an intensive, bespoke, Tameside-wide South Asian Women's Employment Readiness Project to tackle social isolation and cultural barriers to improve the skills and knowledge of marginalised, vulnerable women from minority ethnic backgrounds.
Active Communities Network Tackling Inequalities	to work with young girls in Hyde delivering weekly sports club, building confidence, improving wellbeing and reducing barriers to engagement and participation.
GMCVO PIMH	for increasing the knowledge of perinatal and parent-infant mental health in voluntary and community organisations that work specifically with diverse communities including BAME and LGBTQI+.
Garfield Weston	to match fund our current BAMER women's basic skills, training and employment programme, an intensive employment support project, ran by women, for women, to help up-skill and empower ethnic minority women across Tameside to increase their ability and skills to enable employment readiness.
GMCA Uplift 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.
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.
WISH NHS GM Integrated Care Tameside MBC: Winter Pressures Fund	for Bengali Women's training programme. Raising awareness of mental health within minority communities of Tameside for weekly Chai Corner, support to elderly residents, providing warm room and meal, signposting and referral support. Overcoming loneliness and isolation and combatting effects of cost of living crisis.
Tameside MBC: Peer Mentoring	to contribute to our Tameside wide Peer Mentor programme. Training local bilingual women from the South Asian community to become mentors to other women experiencing crisis, helping them through a holistic package of support.
Action Together Befriending Matters	to provide a telephone and face to face befriending service to anyone in Tameside who feels that they are vulnerable or experiencing loneliness or isolation.
Action Together - DA Project	funding for a women's picnic event to raise awareness of DA and support available.
Action Together Emergency Funds	crisis support funds to help running costs post COVID pandemic, developing plans for future sustainability. The balance on this fund represents future depreciation.

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

## 18. Analysis of net assets between funds

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

Previous reporting period

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

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

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

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

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Income and Expenditure Account

	Year Ended 31 March 2023 £	Year Ended 31 March 2022 £
<b>Income</b>		
Donations	7	70
Investment Income	239	-
Other Income	1,761	-
General grants:	-	-
Women's Digital Entrepreneurship Project	-	1,124
Active Communities Network	-	2,525
Asian Business Leaders	2,176	-
GMCA: Ministry of Justice	13,565	-
GMCVO	950	-
NHS Tameside & Glossop CCG	-	20,000
Tameside MBC Self-Isolation Project	-	10,000
Tameside MBC Discretionary Grant	-	3,463
Tameside MBC Infection Control	-	12,287
Tameside MBC	-	2,037
Tameside MBC	-	428
Manchester Alliance for Community Care	5,000	-
Tameside MBC: Digital Inclusion	7,163	-
Pennine Care	-	30,000
Restricted grants:		
The National Lottery Community Fund	87,755	92,138
Active Communities Network Tackling Inequalities	-	7,213
Leap Children and Family Centre	-	8,817
Comic Relief Ministry of Justice	-	83,882
Comic Relief	-	3,081
GMCVO MHF	-	5,184
GMCVO PIMH	-	7,500
The Big Life Group (Mind Matters)	-	5,000
Garfield Weston	18,333	1,667
GMCA Uplift	-	10,000
Peoples Health Trust	6,794	8,406
ROSA Small Wood Trust	-	50,000
NHS GM Integrated Care	9,000	-
Tameside MBC: Winter Pressures Fund	5,426	-
Tameside MBC: Barriers	-	4,999
Tameside MBC: Peer Mentoring	5,895	-
Action Together Befriending Matters	-	24,090
Action Together Emergency Funds	24,999	24,999
Action Together Sport England	-	7,798
Action Together - DA Project	1,000	-
Fee income	1,870	1,116
Rental Income	915	80
<b>Total Income</b>	<b>192,848</b>	<b>425,894</b>
<b>Expenditure</b>		
Project Costs	4,128	1,292
Publicity	1,290	824
Room hire	1,655	30
Employment Costs	215,788	214,743
Training	110	35
Translation Fees	-	84
Beneficiary Training	642	1,380
Beneficiary Travel	173	-
Childcare Costs	378	-
Volunteer Expenses	428	373
Refreshments	1,736	795
Minor Equipment	-	306
Staff Travel	313	247
Bank Charges	206	195
Subscriptions	35	336
IT Maintenance	20,129	16,592
Repairs & Maintenance	182	-
Cleaning	130	280
Telephone	2,800	2,651
Insurance	1,883	1,788
Governance and Support Costs	35,583	24,719
Post, Printing & Stationery	1,800	3,111
Depreciation	5,895	5,349
Miscellaneous	19	62
<b>Total Expenditure</b>	<b>295,303</b>	<b>275,192</b>
<b>Surplus/(deficit for year)</b>	<b>(102,455)</b>	<b>150,702</b>