DIVERSE EXCELLENCE CYMRU

England & Wales · Charity number 1142159

Details

Other names	DIVERSE CYMRU
Status	Registered
Legal form	Charitable company
Company number	07058600
Registered	2011-05-31
Register	View on the Charity Commission register

Contact

Address	Adferiad Recovery Ltd Ty Dafydd Alun 36 Princes Drive Colwyn Bay Clwyd LL29 8LA
Phone	01492863000
Email	info@adferiad.org
Website	www.adferiad.org

Activities

Objects: TO PROMOTE EQUALITY AND DIVERSITY FOR THE BENEFIT OF THE PUBLIC BY SEEKING TO ELIMINATE DISCRIMINATION IN ALL ITS FORMS, IN PARTICULAR BUT NOT EXCLUSIVELY, BY THE PROVISION OF ADVICE, INFORMATION AND TRAINING.

Activities: Diverse Cymru is an innovative new organisation in the Welsh Third Sector, created in recognition of the realities faced by people experiencing inequality in Wales. Diverse Cymru promotes equality for all. We believe that we can work together to challenge discrimination in all its forms and create an equitable future for the people of Wales.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Throughout Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£0	£207,052	-	-
2024-03-31	£944,246	£1,077,192	£207,052	23
2023-03-31	£839,425	£1,097,329	£339,998	27
2022-03-31	£703,683	£841,343	£597,902	25
2021-03-31	£1,438,579	£1,204,128	£735,562	37

Trustees

Name	Role	Appointed
Clive Wolfendale		2024-04-01
Dr Dyfrig Morgan ap Dafydd		2024-04-01
Howard Jones		2024-04-01
Simon Paul Green		2024-04-01

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DIVERSE EXCELLENCE CYMRU

England & Wales - Charity number 1142159

Accounts

COMPANY REGISTRATION NUMBER: 07058600
CHARITY REGISTRATION NUMBER: 1142159

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

31 March 2024

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

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Diverse Excellence Cymru Limited

Company Limited by Guarantee

Trustee's Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

Trustees report 2023/2024

Over the last year the team at Diverse Cymru had continued the charity's important work in providing dynamic and innovative support to organisations and communities across Wales under increasingly difficult financial circumstances.

Diverse Cymru continued to actively support its mission through the delivery of services that reduced inequality, promoted awareness of equality issues, and enabled people affected by inequality to engage and speak for themselves.

During the year, services included Independent Professional Advocacy services for social services clients in the Vale of Glamorgan, and mental health recovery support services for Black, Asian and minority ethnic people, engagement and training programmes, all of which helped Diverse Cymru to directly support the communities we worked with. This year saw the end of the organisation's delivery of Direct Payments support services following the transfer of our final contracted service to the local authority.

New developments in this year included a new social action Children in Need funded project undertaken by our HYPE Cymru project with Black children and young people, the start of our administering Welsh Government's Culture Grant Scheme for Grassroot Organisations, that would distribute £455,000 to small and local minority ethnic grassroot organisations up to December 2024. In this year, we also started a new partnership with Cardiff University, engaged as a Taith Champion on their cultural exchange programme, to ensure equitable access to these exciting opportunities for underrepresented groups.

Diverse Cymru's Cultural Competency Certification Scheme continued to work with over 160 workplaces across Wales and beyond, supporting organisations to implement good workplace practice, ensuring services are fair and equitable for Black, Asian and Minority Ethnic people in Wales.

2024/2025 and beyond

During the year, the CEO, senior leadership team and Trustees sought to ensure the financial stability of the charity, faced with increasing costs and increasing demand for our services. Early in 2024, the charity entered merger discussions with Adferiad Recovery, an organisation that has had a lengthy and supportive relationship with Diverse Cymru over a number of years, led by its CEO. The merger took place successfully on 1 April 2024 when Diverse Cymru joined Adferiad Recovery, ensuring that the objects of the charity continue and that all projects, staff and services are protected and continue in their delivery.

We would like to thank the previos Diverse Cymru team for their hard work and dedication to our charity and its mission. This includes everybody working within Diverse Cymru, especially Chris Dunn our CEO, who put so much into leading the charity and championing its work and securing the merger. Thanks also go out to Nick de Figueiredo, Interim Chair of Diverse Cymru's Board of Trustees and all Trustees who have guided and supported the CEO and the team at this crucial time.

Reference and administrative details

Registered charity name	Diverse Excellence Cymru Limited
Charity registration number	1142159
Company registration number	07058600
Principal office and registered office	36 Princes Drive Colwyn Bay Wales LL29 8LA

The trustee

Mr J Williams	(Retired 31 March 2024)
Mr B Coates	(Retired 25 July 2023)
Ms R Gibson	(Retired 31 March 2024)
Mrs H Roberts	(Retired 31 March 2024)
Mr N de Figueiredo	(Retired 31 March 2024)
Mr J Hunt	(Served from 23 May 2023 to 31 March 2024)
Mrs J Williams	(Served from 23 May 2023 to 31 March 2024)
Mr S Green	(Appointed 1 April 2024)
Mr C Wolfendale	(Appointed 1 April 2024)
Mr H Jones	(Appointed 1 April 2024)
Dr D Morgan ap Dafydd	(Appointed 1 April 2024)

Company secretary	Marian Williams
Auditor	Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF

Structure, governance and management

Governing Document

The organisation was formed as a company limited by guarantee and is governed by the Memorandum and Articles of Association. It was incorporated on 27th October 2009, registered as a Charity on 22nd February 2011 and started to operate on 1st April 2011.

This followed the amalgamation of two existing organisations: Awetu and the Cardiff & Vale Coalition for Disabled People. Awetu ('Our Unity' in Swahili) was a registered charity set up in 1988 as a result of the growing concern among a number of professional workers at the over representation of Black clients within the mental health services and the need to improve the sensitivity of these services to lack people's needs.

Cardiff & Vale Coalition for Disabled People, a Company Limited by guarantee, was created in 1991. It was established from the outset as an organisation for disabled people that could challenge barriers; bring disabled people together to campaign on relevant issues such as education, employment, housing, transport and strengthen the voices of disabled people in the community and in decision making.

The assets, liabilities and activities of this charity were transferred to Adferiad, a registered charity with similar objectives, on 1st April 2024.

Structure & Recruitment

The Directors were also Trustees of the Charity. The Board of Trustees had strategic oversight, in line with charity law. The CEO was an ex officio member of the Board by virtue of their role as Secretary and were supported by SMT in the administration of the operational responsibility for the charity.

Risk Review

All major risks to which the Charity became exposed to, are identified by the Trustees these were reviewed and systems or procedures established to manage those risks.

The following key principles outline Diverse Cymru's approach to risk management and internal control in 2023/2024:

- The Board of Trustees has responsibility for overseeing risk management within Diverse Cymru as a whole.
- A risk register is maintained and updated as required.
- An open and receptive approach to solving risk problems is adopted by the Board of Trustees.
- The CEO and Senior Management Team (SMT) offer support, advice and implement policies and procedures agreed by the Board of Trustees.
- Diverse Cymru recognises prudent disclosure of financial and non-financial implications of risks.
- The Trustees, CEO, SMT and other key staff are responsible for encouraging good risk management practice within their areas of work.

Objectives and activities

Vision & Objectives

The Charity's objects are specifically restricted to promote equality and diversity for the benefit of the public by seeking to eliminate discrimination in all its forms, in particular but not exclusively, by the provision of advice, information and training.

This vision will continue under the umbrella of Adferiad in 2024/2025.

Achievements and performance

Over the last year Diverse Cymru has continued to provide high quality services that make a real difference to the lives of the people who we support.

The demand for our client facing services has continued to increase over the last year, with both our Advocacy and Mental Health support services having to implement waiting lists for support.

The Diverse Cymru Cultural Competency Certification Scheme has experienced huge growth in this year and now supports over 160 workplaces across Wales and beyond.

During the year, the Cultural Competency Certification Scheme team, other team members and community volunteers took part in a successful cultural exchange trip to Crete, supported by Cardiff University's Taith programme, to develop resources to expand the Scheme's delivery to the adult education sector.

Following this, Diverse Cymru entered a commissioned contract with Cardiff University, to support underrepresented groups and organisations to apply to Taith and undertake their own cultural exchange.

HYPE Cymru concluded its successful partnership with Woodland Trust on a children and young person's mental wellbeing and social prescribing project and began a social action project for Black children and young people up to 18 years, supported by Children in Need.

This year saw the organisation develop some exciting new projects. Commissioned to deliver Welsh Government's Culture Grants Scheme for Grassroot Organisations, the scheme is providing Small, Medium and Capital grants to grassroot groups across Wales to a total of £455,000, as part of Welsh Government's Anti-Racist Wales Action Plan. Our partnership with Marie Curie on the Wales Bereavement Information and Support Service is focused on ensuring that the individual and group support is culturally competent to Wales's diverse populations.

This will continue in 2024/2025 under the umbrella of Adferiad.

Advocacy

Our Advocacy service provides a voice to those experiencing barriers to access support, through advice, guidance and direct advocacy. Our services for the Vale of Glamorgan Council Adult Social Services exceeded the number of client's supported, with work undertaken including welfare benefits (applications, assessments, appeals and Tribunal representations), social care, housing and complaints against public bodies.

The partnership with Creu Cymru on the Hynt Scheme has continued to support people applying for a Hunt national theatre and arts access card, supported by Arts Council Wales.

This will continue in 2024/2025 under the umbrella of Adferiad.

Mental Health Hub

Diverse Cymru's Mental Health Hub is a wellbeing service for Black Asian and Minority Ethnic communities providing one to one mental health recovery support and culturally competent counselling, creating pathways to better mental health. We have continued to have an increase in referrals to the service, in Cardiff and the Vale of Glamorgan, and we have had to rethink how we could work more efficiently to meet the demand for the service, this has including developing additional partnerships and increasing group therapy and peer support activities.

Our mental health and wellbeing project funded by the national lottery People and Places community grant in West and North Wales has seen a good increase in the number of people referred into the project and supported by our specially trained recovery workers.

This will continue in 2024/2025 under the umbrella of Adferiad.

Cultural Competency Certification Scheme

The Diverse Cymru Cultural Competency Certification Scheme works with leaders and organisations to ensure better outcomes for Black, Asian and ethnic minority people across a wide range of services. This year the scheme went from strength to strength, and we are now supporting over 160 workplaces. In October 2023, we held our first face to face Certificate Presentation Event at City Hall, Cardiff. Speakers included then First Minister Mark Drakeford as well as recorded speeches by Vaughan Gething MS and Jane Hutt MS and 18 organisations received their well-deserved awards.

This will continue in 2024/2025 under the umbrella of Adferiad.

HYPE Cymru

This year saw the delivery of two projects to ethnic minority children and young people in Wales. Our partnership with the Woodland Trust extended our 'Green Prescription', with a year long project funded by Natural Resources Wales under the banner of #naturedoesntdiscriminate. The second project continues and is a social action project for Black children and young people up to 18 years old supported by Children in Need. This project sees a regular advisory group developing resources to help other Black children experiencing racism and microaggressions.

This will continue in 2024/2025 under the umbrella of Adferiad.

Culture Grant Scheme for Grassroot Organisations

Commissioned by Welsh Government, the charity has administered the Culture Grant Scheme for Grassroot Organisations, one of a range of activities taking place to support Black, Asian an minority ethnic people, including people from Gypsy, Roma and Traveller communities, to have equitable access to and involvement in cultural activities.

During the year we have made 2 grant calls to small groups and organisation apply to small, medium, large and capital grants from under £1,000 up to £30,000. Over 40 organisations from across Wales have been awarded grants with some projects now concluded and others due to complete by December 2024.

This will continue in 2024/2025 under the umbrella of Adferiad.

Taith Champion

Taith is an international learning exchange programme established to create life-changing opportunities for people in Wales to learn, study and volunteer all over the world. It is for people in every part of Wales, and in every type of education setting.

As the Taith Champion for Adult Education, the charity has offered support to underrepresented organisations applying for the Taith programme, including raising awareness, providing advice and guidance, project development support, logistical support, and ongoing support throughout the implementation of the project.

This will continue in 2024/2025 under the umbrella of Adferiad.

Wales Bereavement Information Support Service

In partnership with Marie Curie, this is a free, national service that offers ongoing support from volunteers, bereavement counselling and group support providing safe spaces for people to talk and share their feelings. Diverse Cymru's role in the partnership has been to ensure that the support is culturally accessible to ethnically diverse communities.

This will continue in 2024/2025 under the umbrella of Adferiad.

Policy, Training & Consultancy

Diverse Cymru has a proven track-record of understanding the experiences of multi-characteristic individuals and communities. The provision of a training and consultancy service contributes to the organisation's profile and reputation as experts in the elimination of discrimination and inequality and to directly improving the experiences of people affected by inequality in Wales. During this year, the expertise of this department was in increasing demand providing specialist equality training to a wide range of public, third and private sector organisations across Wales.

Finally, as we transition to a new era for Diverse Cymru, we want to express our sincere thanks to all our staff, trustees, volunteers, clients and partners for their dedication and commitment ensuring we build a more equal Wales for the people who use our services.

Financial review

Results for the year

This is the twelfth and final year of operation for this charity as a stand alone entity. There was a deficit for the year of £132,964 in 2023/2024. It has not proved possible to stem the continued deficits despite the significant efforts by both staff and trustees. The charity's activities have therefore been transferred to another charity where the projects in place can continue.

Reserves Policy

The unrestricted reserves totalled £207,052 at 31 March 2024, and were transferred to Adferiad on 1 April 2024.

Material Investments Policy

The Bank Account is reviewed daily. The charity did not have sufficient funds to invest elsewhere.

Going Concern and plans for future periods

After much deliberation and consideration, the Trustees effected a transfer of the charity's assets. Liabilities and activities to Adferiad with effect from 1 April 2024.

Trustee's responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the 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 the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustee's annual report and the strategic report were approved on 18 September 2024 and signed on behalf of the board of trustees by:

C Wolfendale
Trustee



Diverse Excellence Cymru Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited

Year ended 31 March 2024

Opinion

We have audited the financial statements of Diverse Excellence Cymru Limited (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Going Concern

We draw attention to note 3 of the financial statements (going concern) which explains that the assets, liabilities and activities of the charity were transferred to another charity with similar activities after the year-end. Accordingly, we do not consider it appropriate to adopt the going concern basis of accounting in preparing the financial statements. Accordingly, the financial statements have been prepared on a basis other than a going concern as described in Note 3. Our opinion is not modified in respect of this matter

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustee is responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustee's report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustee's report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustee's report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustee's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustee

As explained more fully in the trustee's responsibilities statement, the trustee (who is also the director for the purposes of company law) is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustee is responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustee either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the charity's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with trustees' and the senior management team as this relates to risks faced by the charity
- Reviewing information received from the charity's solicitors, if any and discussing their contents with the trustees'
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business
- Considering the effect on risk to the charity of the Covid-19 pandemic and the UK's departure from the EU. In particular to note whether any such issues would affect the charity's ability to continue to trade.

Through these procedures, we did not become aware of actual or suspected non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustee.

- Conclude on the appropriateness of the trustee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes Bsc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

18 September 2024

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

	Note	2024 Unrestricted funds £	2024 Restricted funds £	2024 Total funds £	2023 Total funds £
Income and endowments					
Donations	**5**	1,200	4,999	**6,199**	7,140
Charitable activities	**6**	–	790,291	**790,291**	576,234
Other income	**7**	147,756	–	**147,756**	256,051
Total income		148,956	795,290	**944,246**	839,425
Expenditure					
Expenditure on charitable activities	**8,9**	250,361	826,831	**1,077,192**	1,097,329
Total expenditure		250,361	826,831	**1,077,192**	1,097,329
Net expenditure		(101,405)	(31,541)	**(132,946)**	(257,904)
Transfers between funds		(31,541)	31,541	–	–
Net movement in funds		(132,946)	–	**(132,946)**	(257,904)
Reconciliation of funds					
Total funds brought forward		339,998	–	**339,998**	597,902
Total funds carried forward		207,052	–	**207,052**	339,998

The charity ceased to operate on 1 April 2024. Its assets, liabilities and activities were transferred to Adferiad a Registered Charity (Charity No 1039386)

The notes on pages 18 to 33 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	£	2023 £
Fixed assets				
Tangible fixed assets	16		–	6,007
Current assets				
Debtors	17	**147,844**		210,089
Cash at bank and in hand		**255,325**		397,974
		403,169		608,063
Creditors: amounts falling due within one year	18	**196,117**		274,072
Net current assets			**207,052**	333,991
Total assets less current liabilities			**207,052**	339,998
Net assets			**207,052**	339,998
Funds of the charity				
Restricted funds			**–**	–
Unrestricted funds			**207,052**	339,998
Total charity funds	20		**207,052**	339,998

The assets, liabilities and activities of this charity were transferred to Adferiad on 1 April 2024.

These financial statements were approved by the board of trustees and authorised for issue on 18 September, and are signed on behalf of the board by:

C Wolfendale
Trustee



The notes on pages 18 to 33 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net expenditure	**(132,946)**	(257,904)
Adjustments for:		
Depreciation of tangible fixed assets	**6,007**	2,292
Amortisation of ils database	**–**	35,770
Interest payable and similar charges	**3,262**	2,903
Accrued (income)/expenses	**(104,084)**	107,580
Changes in:		
Trade and other debtors	**48,085**	1,803
Trade and other creditors	**40,289**	4,271
Cash generated from operations	**(139,387)**	(103,285)
Interest paid	**(3,262)**	(2,903)
Net cash used in operating activities	**(142,649)**	(106,159)
Net decrease in cash and cash equivalents	**(142,649)**	(106,188)
Cash and cash equivalents at beginning of year	**397,974**	504,162
Cash and cash equivalents at end of year	**255,325**	397,974

The notes on pages 18 to 33 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 36 Princes Drive, Colwyn Bay, Wales LL29 8LA. This charity is now inactive but it's activities continue to operate with Adferiad.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The assets, liabilities and activities of this charity were transferred to Adferiad on 1 April 2024. This charity is now dormant although it's previous projects continue under the umbrella of Adferiad.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. These have been transferred as noted above.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds. These have been transferred as noted above.

3. Accounting policies *(continued)*

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. All fixed assets are fully depreciated at the year end.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter. There are 4 members of the company.

5. Donations

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
Donations			
Donations	1,200	–	**1,200**
Grants			
WCVA- Advocacy	–	4,999	**4,999**
	1,200	4,999	**6,199**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	7,140	–	7,140
Grants			
WCVA- Advocacy	–	–	–
	7,140	–	7,140

6. Charitable activities

	Restricted Funds £	**Total Funds 2024 £**	Restricted Funds £	Total Funds 2023 £
Policy Training	16,876	**16,876**	14,249	14,249
Bayo/Ubele	2,000	**2,000**	–	–
WG Community Cohesion	–	**–**	8,000	8,000
Cardiff University SLA	4,000	**4,000**	1,665	1,665
Welsh Government - Cultural Competency Certification	18,989	**18,989**	36,381	36,381
Anti Racist Audit NHS	14,580	**14,580**	420	420
Community Room	489	**489**	3,122	3,122
Children in Need	20,144	**20,144**	895	895
Policy Management	6,908	**6,908**	5,350	5,350
Lottery	97,497	**97,497**	70,733	70,733
Summer of Fun	–	**–**	4,415	4,415
Hype	–	**–**	3,450	3,450
Independent Age Advocacy	25,802	**25,802**	14,198	14,198
Just Fair	–	**–**	475	475

6. Charitable activities *(continued)*

Cardiff & Vale University Local Health Board Mental Health Grant	66,597	**66,597**	66,597	66,597
Vale of Glamorgan	31,305	**31,305**	33,048	33,048
Welsh Government Section 64	–	–	52,737	52,737
Welsh Government toolkit	1,000	**1,000**	5,000	5,000
Mental Health Additional	–	–	11,850	11,850
Mental Health Recovery Support	–	–	33,374	33,374
LHB Additional	–	–	17,915	17,915
Natural Resource Wales	37,014	**37,014**	16,142	16,142
HAFAL	–	–	34,925	34,925
Taith	34,634	**34,634**	7,364	7,364
Marie Curie	30,634	**30,634**	26,848	26,848
CCC Non Grant	9,179	**9,179**	5,816	5,816
Cardiff Met	–	–	165	165
CC Scheme Interim	257,423	**257,423**	101,100	101,100
Strategic Plan – USW	7,850	**7,850**	–	–
Postcode Community Trust	25,000	**25,000**	–	–
C3SC	2,750	**2,750**	–	–
Mind CCTT	38,367	**38,367**	–	–
Taith Champions	22,703	**22,703**	–	–
Culture Grant	17,550	**17,550**	–	–
USW Workshop	1,000	**1,000**	–	–
	790,291	**790,291**	576,234	576,234

7. Other income

	Direct Payments	Other Income	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£	£	£
Other Income	–	38,489	38,489	–	38,489
West Wales - Direct Payments	26,894	–	26,894	–	26,894
Newport - Direct Payments	12,251	–	12,251	–	12,251
Swansea - Direct Payments	–	–	–	–	–
Gwynedd - Direct Payments	70,122	–	70,122	–	70,122
	107,267	38,489	147,756	–	147,756

	Direct Payments	Other Income	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£	£	£
Other Income	–	1,750	1,750	–	1,750
West Wales - Direct Payments	104,845	–	104,845	–	104,845
Newport - Direct Payments	28,947	–	28,947	–	28,947
Swansea - Direct Payments	28,969	–	28,969	–	28,969
Gwynedd - Direct Payments	91,540	–	91,540	–	28,969
	254,301	1,750	256,051	–	256,051

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2024 £**
WG Community Cohesion	–	–	–
Anti Racist Audit NHS	–	14,580	**14,580**
Cultural Competency Scheme	–	257,423	**257,423**
Welsh Government Section 64	–	–	–
Community Room	–	489	**489**
Children in Need	–	20,144	**20,144**
WCVA- Advocacy	–	4,999	**4,999**
Policy Management	–	39,187	**39,187**
Policy Training	–	16,877	**16,877**
Vale of Glamorgan	–	31,305	**31,305**
Welsh Government Cultural Competency Certification	–	18,989	**18,989**
Just Fair	–	–	–
C3SC	–	2,750	**2,750**
Mental Health Additional	–	–	–
Natural Resource Wales	–	37,014	**37,014**
HAFAL	–	–	–
Mind CCTT	–	38,367	**38,367**
LHB Additional	–	–	–
Cardiff and Vale University Health Board Mental Health Grant	–	66,597	**66,597**
Direct Payments – Newport	11,045	–	**11,045**
Direct Payments – West Wales	41,514	–	**41,514**
Direct Payments – Gwynedd	63,137	–	**63,137**
Direct Payments – Swansea	95,061	–	**95,061**
Lottery	–	97,497	**97,497**
Welsh Government - Mental Health Recovery Support Fund	–	911	**911**
Postcode Community Trust	–	25,000	**25,000**
Summer of Fun	–	–	–
Taith	–	33,957	**33,957**
Taith Champions	–	20,953	**20,953**
Cardiff University	–	4,000	**4,000**
Bayo/Ubele	–	2,000	**2,000**
Hype	–	–	–
Independent Age Advocacy	–	25,802	**25,802**
Strategic Plan – USW	–	7,850	**7,850**
Cardiff Met	–	–	–
Welsh Government Toolkit	–	1,000	**1,000**
Marie Curie	–	30,634	**30,634**
Cultural Competency Certificate	–	9,179	**9,179**
Culture Grant Scheme	–	18,327	**18,327**
USW Workshop	–	1,000	**1,000**
Support costs	39,604	–	**39,604**
	250,361	826,831	**1,077,192**

8. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
WG Community Cohesion	–	36,282	36,282
Anti Racist Audit NHS	–	420	420
Cultural Competency Scheme	–	98,664	98,664
Welsh Government Section 64	–	76,623	76,623
Community Room	–	3,120	3,120
Children in Need	–	895	895
Policy Management	–	5,350	5,350
Policy Training	–	31,299	31,299
Vale of Glamorgan	–	33,048	33,048
Welsh Government Cultural Competency Certification	–	37,216	37,216
Just Fair	–	475	475
Mental Health Additional	–	11,850	11,850
Natural Resource Wales	–	23,272	23,272
HAFAL	–	41,586	41,586
LHB Additional	–	17,914	17,914
Cardiff and Vale University Health Board Mental Health Grant	–	87,147	87,147
Direct Payments – Newport	31,402	–	31,402
Direct Payments – West Wales	86,222	–	86,222
Direct Payments – Gwynedd	75,223	–	75,223
Direct Payments – Swansea	54,543	–	54,543
Lottery	–	70,733	70,733
Welsh Government - Mental Health Recovery Support Fund	–	47,864	47,864
Summer of Fun	–	4,415	4,415
WCVA - Advocacy	–	2,253	2,253
Taith	–	7,364	7,364
Cardiff University	–	5,207	5,207
Hype	–	3,450	3,450
Independent Age Advocacy	–	14,198	14,198
Cardiff Met	–	165	165
Welsh Government Toolkit	–	5,000	5,000
Marie Curie	–	27,910	27,910
Support costs	156,219	–	156,219
	403,609	693,720	1,097,329

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	**Total funds 2024**	Total fund 2023
	£	£	£	£
WG Community Cohesion	–	–	–	36,282
Anti Racist Audit NHS	14,580	–	**14,580**	420
Cultural Competency Scheme	257,423	–	**257,423**	98,664
Welsh Government Section 64	–	–	–	76,623
Community Room	489	–	**489**	3,120
Children in Need	20,144	–	**20,144**	895
Funding & Project Management	4,999	–	**4,999**	–
Policy Management	39,187	–	**39,187**	5,350
Policy Training	16,877	–	**16,877**	31,299
Vale of Glamorgan	31,305	–	**31,305**	33,048
Welsh Government Cultural Competency Certification	18,989	–	**18,989**	37,216
Just Fair	–	–	–	475
C3SC	2,750	–	**2,750**	–
Mental Health Additional	–	–	–	11,850
Natural Resource Wales	37,014	–	**37,014**	23,272
HAFAL	–	–	–	41,586
Mind CCTT	38,367	–	**38,367**	–
LHB Additional	–	–	–	17,914
Cardiff and Vale University Health Board Mental Health Grant	66,597	–	**66,597**	87,147
Direct Payments – Newport	11,045	–	**11,045**	31,402
Direct Payments – West Wales	41,514	–	**41,514**	86,222
Direct Payments – Gwynedd	63,137	–	**63,137**	75,223
Direct Payments – Swansea	95,061	–	**95,061**	54,543
Lottery	97,497	–	**97,497**	70,733
Central Costs	–	39,604	**39,604**	156,219
Welsh Government - Mental Health Recovery Support Fund	911	–	**911**	47,864
Summer of Fun	–	–	–	4,415
Postcode Community Trust	25,000	–	**25,000**	–
WCVA - Advocacy	–	–	–	2,253
Taith	33,957	–	**33,957**	7,364
Taith Champions	20,953	–	**20,953**	–
Cardiff University	4,000	–	**4,000**	5,207
Hype	–	–	–	3,450
Bayo/Ubele	2,000	–	**2,000**	–
Independent Age Advocacy	25,802	–	**25,802**	14,198
Cardiff Met	–	–	–	165
Strategic Plan – USW	7,850	–	**7,850**	–
Welsh Government Toolkit	1,000	–	**1,000**	5,000
Marie Curie	30,634	–	**30,634**	27,910
Cultural Competency Certificate	9,179	–	**9,179**	–
Culture Grant Scheme	18,327	–	**18,327**	–
USW Workshop	1,000	–	**1,000**	–
	1,037,588	39,604	**1,077,192**	1,097,329

10. Analysis of support costs

	Central Costs	**Total 2024**	Total 2023
	£	**£**	£
Staff costs	9,598	**9,598**	18,553
Premises	3,144	**3,144**	33,824
Finance costs	743	**743**	1,657
Governance costs	14,745	**14,745**	38,467
Other office costs	8,685	**8,685**	25,656
Depreciation	2,689	**2,689**	38,062
	39,604	**39,604**	156,219

11. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024	2023
	£	£
Amortisation of ils database	**–**	35,770
Depreciation of tangible fixed assets	**6,007**	2,292
Audit fee	**7,920**	7,200

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	£	£
Wages and salaries	**668,137**	690,891
Social security costs	**44,113**	52,989
Employer contributions to pension plans	**13,722**	15,147
Other employee benefits	**217**	–
	726,189	759,027

The average head count of employees during the year was 31 (2023: 31). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of staff	**23**	27

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

13. Trustee remuneration and expenses

No trustee received any remuneration during the year (2023: £nil).

All trustees are entitled to claim expenses for attending meetings, two trustees claimed a total of £nil in respect of meeting expenses (2023: £268).

14. Transfers between funds

There were transfers between funds during the year of £31,541 (2023: £50,319).

15. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Equipment £	**Total £**
Cost				
At 1 April 2023 and 31 March 2024	5,307	14,939	97,007	**117,253**
Depreciation				
At 1 April 2023	5,307	14,939	91,000	**111,246**
Charge for the year	–	–	6,007	**6,007**
At 31 March 2024	5,307	14,939	97,007	**117,253**
Carrying amount				
At 31 March 2024	–	–	–	**–**
At 31 March 2023	–	–	6,007	6,007

16. Debtors

	2024 £	2023 £
Trade debtors	**140,133**	186,165
Prepayments and accrued income	**7,711**	23,924
	147,844	210,089

17. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	**27,274**	10,194
Accruals and deferred income	**130,965**	249,209
Social security and other taxes	**10,961**	14,669
Other creditors	**26,917**	–
	196,117	274,072

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £13,722 (2023: £15,147).

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	**At 31 March 2024 £**
General funds	339,998	148,956	(250,361)	(31,541)	**207,052**

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	530,735	263,191	(403,609)	(50,319)	339,998

Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	**At 31 March 2024 £**
Cardiff City Council	–	–	–	–	–
Welsh Government - Section 64	–	–	–	–	–
Vale of Glamorgan	–	31,305	(31,305)	–	–
Mental Health Additional	–	–	–	–	–
LHB Additional	–	–	–	–	–
Lottery	–	97,497	(97,497)	–	–
Summer of Fun	–	–	–	–	–
Cardiff University SLA	–	4,000	(4,000)	–	–
Creu Cymru	–	–	–	–	–
Policy Management	–	6,908	(39,188)	32,280	–
Policy Training	–	16,876	(16,876)	–	–
Welsh Government Cultural Competency Certification	–	18,989	(18,989)	–	–
Just Be Fair	–	–	–	–	–
Natural Resource Wales	–	37,014	(37,014)	–	–
HAFAL Newport Mental Health Project	–	–	–	–	–
Cardiff and Vale University Health Board - Mental Health Grant	–	66,597	(66,597)	–	–

19. Analysis of charitable funds *(continued)*

Restricted funds (*continued*)

Welsh Government Mental Health Recovery Support Fund	–	–	(911)	911	–
WCVA - Advocacy	–	4,999	(4,999)	–	–
Taith	–	34,634	(33,957)	(677)	–
Hype Additional Activities	–	–	–	–	–
Independent Age Advocacy	–	25,802	(25,802)	–	–
Welsh Government Toolkit	–	1,000	(1,000)	–	–
Marie Curie	–	30,634	(30,634)	–	–
Cultural Competency Certificate	–	9,179	(9,179)	–	–
Anti Racist Audit NHS	–	14,580	(14,580)	–	–
Community Room	–	489	(489)	–	–
WG Community Cohesion	–	–	–	–	–
Children in Need	–	20,144	(20,144)	–	–
Cardiff Met	–	–	–	–	–
CC Scheme Interim	–	257,423	(257,423)	–	–
Culture Grant	–	17,550	(18,327)	777	–
Bayo/Ubele	–	2,000	(2,000)	–	–
Strategic Plan - USW	–	7,850	(7,850)	–	–
Postcode Community Trust	–	25,000	(25,000)	–	–
C3SC	–	2,750	(2,750)	–	–
Mind CCTT	–	38,367	(38,367)	–	–
Taith Champions	–	22,703	(20,953)	(1750)	–
USW Workshop	–	1,000	(1,000)	–	–
	–	795,290	(826,831)	31,541	–

19. Analysis of charitable funds *(continued)*

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Cardiff City Council	–	–	–	–	–
Welsh Government - Section 64	23,886	52,737	(76,623)	–	–
Vale of Glamorgan	(5,810)	33,048	(33,048)	5,810	–
Mental Health Additional	–	11,850	(11,850)	–	–
LHB Additional	(1)	17,915	(17,914)	–	–
Lottery	–	70,733	(70,733)	–	–
Summer of Fun	–	4,415	(4,415)	–	–
Cardiff University SLA	3,542	1,665	(5,207)	–	–
Creu Cymru	2,000	–	(2,000)	–	–
Policy Management	(38,771)	5,350	(5,350)	38,771	–
Policy Training	17,050	14,249	(31,299)	–	–
Welsh Government Cultural Competency Certification	9,263	36,381	(45,644)	–	–
Just Be Fair	–	475	(475)	–	–
Natural Resource Wales	7,131	16,142	(23,273)	–	–
HAFAL Newport Mental Health Project	6,660	34,925	(41,585)	–	–
Cardiff and Vale University Health Board - Mental Health Grant	20,550	66,597	(87,147)	–	–
Welsh Government Mental Health Recovery Support Fund	14,490	33,374	(47,864)	–	–
WCVA - Advocacy	2,253	–	(2,253)	–	–
Taith	–	7,364	(7,364)	–	–
Hype Additional Activities	–	3,450	(3,450)	–	–
Independent Age Advocacy	–	14,198	(14,198)	–	–
Welsh Government Toolkit	(5,738)	5,000	(5,000)	5,738	–
Marie Curie	1,062	26,848	(27,910)	–	–
Cultural Competency Certificate	–	5,816	(5,816)	–	–
Anti Racist Audit NHS	–	420	(420)	–	–
Community Room	–	3,122	(3,122)	–	–
WG Community Cohesion	9,600	8,000	(17,600)	–	–
Children in Need	–	895	(895)	–	–
Cardiff Met	–	165	(165)	–	–
CC Scheme Interim	–	101,100	(101,100)	–	–
	67,167	576,234	(693,720)	50,319	–

19. Analysis of charitable funds *(continued)*

Independent Professional Advocacy – a service funded by the Vale of Glamorgan Council to provide statutory advocacy to adult social services clients.

Mental Hub Health Support – funded by Cardiff and Vale University Health Board, this service provides mental health recovery support to Black, Asian and minority ethnic adult clients in the locality.

WCVA Access to Sports research – this project consulted with Black, Asian and minority ethnic adults in Wales on their experiences and recommendations on people's access to sport in Wales.

Community Room – the creation of a community hub room and supporting ongoing group activities for clients accessing mental health support through the Mental Health Hub.

Anti Racist Workforce Policies – Diverse Cymru's Policy department undertook a review of NHS Wales's workforce policies through an anti-racist lens, including consultation across Wales with NHS staff and stakeholders.

Bayo/Ubele – supporting the delivery of engagement and activities by the HYPE Cymru project to local Black, Asian and minority ethnic children and young people.

Cardiff University – funds supported the engagement of students in equality, diversity and inclusion across all protected characteristics.

Cultural Competency Certification Scheme – The delivery of an award-winning workplace development tool to help organisations implement good workplace practice, ensuring services are fair and equitable for Black, Asian and minority ethnic people in Wales.

Certification Awards 2023 – the Cultural Competency Certification Scheme hosted an awards ceremony at City Hall to celebrate the award winners.

Children in Need – delivered by the Hype Cymru project, this social action project is working with Black children and young people up to 18 years.

Culture Grant Scheme – the charity is commissioned to administer the Welsh Government Culture Grant Scheme for Grassroot Organisations that will distribute funding up to £455,000 to small and grassroot groups and organisations as identified in the Welsh Government Anti Racist Wales Action Plan.

Independent Age – this advocacy project delivered advice and advocacy support to older people over 55yrs across Wales.

National Lottery Community Fund – part of the Mental Health Hub to provide one to one mental health recovery support for Black, Asian and minority ethnic people across Wales.

Marie Curie – a partnership with Marie Curie to ensure the cultural competency of the Wales Bereavement Information Support Service funded by Welsh Government.

Mind – Culturally Competent Talking Therapies – supporting counselling and mental health recovery support of Black, Asian and minority ethnic adults both face to face and online.

Natural Resources Wales – supporting the Green Prescription, a social prescribing partnership with Woodland Trust/Coed Cadw, providing opportunities for Black, Asian and minority ethnic children and young people to access and learn about woodlands and other green spaces in Wales.

19. Analysis of charitable funds *(continued)*

Policy Management and training – the Policy, Training and Consultancy team deliver specialist, bespoke consultancy and training services to clients on a range of equality, diversity and inclusion and the Equality Act 2010.

Postcode Community Trust – A grant to support the core activities of Diverse Cymru in the delivery of our mission in support of equality for all in Wales.

University South Wales – specialist equality, diversity and inclusion engagement and consultancy services

Taith Cardiff University – International Cultural Exchange to Crete, supported by a Pathway 2 Taith grant from Cardiff University to develop adult education resources for the Cultural Competency Certification Scheme.

Taith Champions Cardiff University – Project to support underrepresented groups to access cultural exchange opportunities offered through the Taith scheme.

20. Analysis of net assets between funds

	Unrestricted Funds £	**Total Funds 2024 £**
Tangible fixed assets	–	–
Current assets	207,052	**207,052**
Net assets	207,052	**207,052**

	Unrestricted Funds £	Total Funds 2023 £
Tangible fixed assets	6,007	6,007
Current assets	333,991	333,991
Net assets	339,998	339,998

21. Funds received as agent or held as custodian trustee

At the year end the charity held the following amounts as custodian trustee on behalf of the Managed Payments Scheme:

	2024 £	2023 £
Newport City Council	–	28,947
Swansea City Council	–	28,970
Gwynedd County Council	–	91,450
West Wales	–	104,844

	£	£	£
Cash at bank and in hand	397,974	(142,649)	**255,325**

22. Analysis of changes in net debt

	At 1 Apr 2023	Cash flows	**At 31 Mar 2024**
	£	£	**£**
Cash at bank and in hand	397,974	(142,649)	**255,325**

23. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Not later than 1 year	**15,048**	15,048
Later than 1 year and not later than 5 years	**13,944**	22,296
	28,992	37,344

24. Limitation of auditors liability

By way of a members' resolution dated 12th November 2019, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £100,000 per claim.

DIVERSE EXCELLENCE CYMRU

England & Wales - Charity number 1142159

Accounts

COMPANY REGISTRATION NUMBER: 07058600
CHARITY REGISTRATION NUMBER: 1142159

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

31 March 2023

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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Diverse Excellence Cymru Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Chair's report

Over the last year the team at Diverse Cymru have continued the charity's important work in providing dynamic and innovative support to organisations and communities across Wales. With the cost-of-living crisis, reduction in public service and societal hostility towards some communities in Wales, the work of Diverse Cymru, our vision for a more equal Wales, and our mission to eliminate discrimination and inequality are needed now more than ever. Diverse Cymru continues to actively support its mission through the delivery of services that reduce inequality, promote awareness of equality issues, and enable people affected by inequality to engage and speak for themselves. These services include advocacy and mental health support services, engagement and training programmes and direct payments, all of which help Diverse Cymru to directly support the communities we work with.

The team at Diverse Cymru should be proud of the work they have achieved over the last year including; being awarded Race & Ethnicity Champion of the Year at the Wales Online Diversity & Inclusion Awards. Being recognised as one of 10 charities across to UK to be 'runner up charities' in the GSK Impact Awards. Launching our new partnership with Marie Curie Cymru, working together to provide equitable access and culturally competent bereavement support across Wales. The creation of a Black, Asian and Minority Ethnic Wellbeing Hub across Wales, thanks to a 4-year grant from the National Lottery. Successfully welcoming 140 organisations onto our cultural competency certification scheme. Securing new strategic partnerships through Taith Champions and the Welsh Government's Cultural Grants Scheme, both of which enable us to support grassroots organisations in accessing funding to aid their growth and development.

Diverse Cymru are seeking new partnerships to ensure we can continue to focus on supporting those who have been discriminated against and sidelined from accessing the support they need, platforming diverse stories and experiences, and building greater influence of policy, practice and legislation. This updated approach will ensure our work continues to support the creation of a Wales without prejudice, discrimination or inequality, where opportunities are available for everyone and diversity is truly celebrated.

Yet despite our continued success in 2022 – 2023, there is still unprecedented pressure on the third sector in Wales. This includes drastic reduction in the availability of core funding, the increase usage of short-term funding and a rise in demand for our service has meant that the future of Diverse Cymru is under threat. We will continue to seek out new partners but also to build on existing relationships where we may make more of shared resources and back-office functions to maximise the funds available to provide direct support. This may include a merger, or a transfer of undertakings. As Trustees, we will however manage a wind down of the organisation if such partnership or structural approaches are unlikely to take place before the Charity's assets fall below current funds and commitments including staff costs.

I would like to finish by thanking all of the Diverse Cymru team for their hard work and dedication to our charity and its mission. This includes everybody working within Diverse Cymru, especially Chris Dunn our CEO, who put so much into leading the charity and championing its work. My thanks also go out to my fellow trustees who continue to guide and support Chris and the team to ensure Diverse Cymru is the best that it can be.

Nick de Figueiredo N. de Figueiredo

Interim Chair of Diverse Cymru's Board of Trustees

Reference and administrative details

Registered charity name	Diverse Excellence Cymru Limited
Charity registration number	1142159
Company registration number	07058600
Principal office and registered office	Alexandra House 3rd Floor 307 - 315 Cowbridge Road East Cardiff CF5 1JD

The trustees

Ms J Jones (Francois)	(Retired 27 September 2022)
Mr J Williams	
Ms H Dodoo	(Retired 24 May 2022)
Mr B Coates	
Ms R Gibson	
Mr P Majithia	(Retired 1 August 2022)
Mrs H Roberts	
Mrs E O'Donovan	(Retired 22 November 2022)
Mr N de Figueiredo	

Auditor	Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF

Structure, governance and management

Governing Document

The organisation was formed as a company limited by guarantee and is governed by the Memorandum and Articles of Association. It was incorporated on 27th October 2009, registered as a Charity on 22nd February 2011 and started to operate on 1st April 2011.

This followed the amalgamation of two existing organisations: Awetu and the Cardiff & Vale Coalition for Disabled People. Awetu ('Our Unity' in Swahili) was a registered charity set up in 1988 as a result of the growing concern among a number of professional workers at the over representation of Black clients within the mental health services and the need to improve the sensitivity of these services to lack people's needs.

Cardiff & Vale Coalition for Disabled People, a Company Limited by guarantee, was created in 1991. It was established from the outset as an organisation for disabled people that could challenge barriers; bring disabled people together to campaign on relevant issues such as education, employment, housing, transport and strengthen the voices of disabled people in the community and in decision making.

Structure & Recruitment

The Directors also serve as Trustees of the Charity. The Board of Trustees has strategic oversight, in line with charity law. The CEO is ex officio member of the Board by virtue of their role as Secretary and are supported by SMT in the administration of the operational responsibility for the charity.

Trustees can be voted for at the Annual General Meeting or can be co-opted by the Board of Trustees at any time. The charity has a comprehensive induction training programme. Following the initial induction, a range of training opportunities are provided with particular regard to governance.

Risk Review

All major risks to which the Charity becomes exposed to, are identified by the Trustees these are reviewed and systems or procedures established to manage those risks.

The following key principles outline Diverse Cymru's approach to risk management and internal control:

- The Board of Trustees has responsibility for overseeing risk management within Diverse Cymru as a whole.
- A risk register is maintained and updated as required.
- An open and receptive approach to solving risk problems is adopted by the Board of Trustees.
- The CEO and Senior Management Team (SMT) offer support, advice and implement policies and procedures agreed by the Board of Trustees.
- Diverse Cymru recognises prudent disclosure of financial and non-financial implications of risks.
- The Trustees, CEO, SMT and other key staff are responsible for encouraging good risk management practice within their areas of work.

Objectives and activities

Vision & Objectives

The Charity's objects are specifically restricted to promote equality and diversity for the benefit of the public by seeking to eliminate discrimination in all its forms, in particular but not exclusively, by the provision of advice, information and training.

Diverse Cymru's vision is 'a world without prejudice or discrimination, where every person is equal and diversity is celebrated'.

- Our mission is to eliminate discrimination and inequality in Wales. We will do this through:
- Provision - Delivering services that reduce inequality;
- Promotion - Increasing awareness of equality issues;
- Participation - Enabling people affected by inequality to engage and speak for themselves;
- Inspiring action - Motivating people to take action against inequality.

Achievements and performance

Over the last year Diverse Cymru has continued its mission to create a Wales without discrimination. We are committed to supporting people faced with inequality and discrimination because of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Overview

Diverse Cymru, we were delighted to be awarded Race & Ethnicity Champion of the year in the Wales Online Diversity & Inclusion Awards 2022 in July. Sion Barry, Business Editor of Media Wales, declared Diverse Cymru "real changemakers on behalf of many throughout Wales." The award celebrates our Black, Asian and Minority Ethnic Cultural Competence Certification Scheme which seeks to increase culture competence by examining how unconscious bias can lead to unequal treatment. We were a runner up charity in the UK 2022 GSK Impact Awards marking the charity's important work with the health and wellbeing of the communities it serves

Over the last year, we saw an increased uptake of our services, partly due to the disproportionate socio-economic harm of the coronavirus experienced by marginalised communities in addition to the rising cost of living. The demand for our client facing services has continued to increase over the last year, with both our Advocacy and Mental Health support having to implement waiting lists for support.

In response, we expanded our services, creating new partnerships and projects. In May 2022 Diverse Cymru launched our Mental Health Recovery hub in North and West Wales, supporting Black, Asian and Minority Ethnic communities. The Hub's Cardiff and the Vale project continues to grow from strength to strength, thanks to a grant from Mind we are able to offer face to face counselling support.

In April 2022 Diverse Cymru launched our partnership with Marie Curie Cymru. Over the next 2 years we will be working together to provide greater equitable access and culturally competent bereavement support across Wales.

Thanks to a Morrisons Community grant, we created community hub within Diverse Cymru's Cardiff office, a safe space for clients to drop in and make use of the space, use the computers/tablets for free internet access, job searching and CV building. This has also given us the space to do group work with our service users, who have been on the waiting list for a long time. We will be running group therapy work as well as bringing other organisations in to do talks and presentations that our service users can benefit from

Advocacy

Our Advocacy service provides a voice to those experiencing barriers to access support, through advice, guidance and direct advocacy. Our services for the Vale of Glamorgan Council Adult Social Services exceeded the number of clients supported by 50% based on our contractual obligations. The work undertaken includes welfare benefits (applications, assessments, appeals and Tribunal representations), social care, housing and complaints against public bodies.

Mental Health Hub

In May 2022 we launched our Black, Asian and minority ethnic wellbeing hub for clients in North and West Wales. We offer support, services and advice to Black, Asian and Minority Ethnic people throughout Wales who are affected by mental ill health. We take a holistic approach, using solution focused methods that promote recovery, empowerment and independent living in the community. Since April 2022 - March 2023, we have seen a threefold increase in referrals to the project and have supported 228 number of clients over the last year.

Our 96% of our clients reported an improvement to their own mental health, with 97% telling us the support they received from the hub improved their confidence.

Cultural Competency Certification Scheme

Our Black, Asian and Minority Ethnic Cultural Competency Certification Scheme; supporting organisations to ensure their services across Wales are culturally accessible and competent, continued to work with over 130 organisations. This year the scheme continues to grow from strength to strength, with the team delivering 75 awareness raising sessions to 584 people across Wales.

In October 2022, to celebrate World Mental Health Day and Black History Month, we held our 2nd Certificate Presentation Event, with 8 organisations being awarded their kitemark status. We heard from incredible speakers, including the First Minister, Mark Drakeford MS, who spoke about the importance of identifying unconscious bias and building culturally competent services and organisations. We were also joined by Professor Emmanuel Ogbonna, Professor of Management and Organisation at Cardiff Business School, Cardiff University, and Co-Chair Lead for the Implementation of the Anti-racist Wales Action Plan who said, "Cultural competence is the foundation of all human action." "The individual is unaware of their own unconscious bias. Unearth your own prejudices, and this is where we tackle racism. Diverse Cymru are helping change mindsets..., helping others make change." Jane Hutt, Minister for Social Justice, added that Diverse Cymru's Cultural Competence Scheme is vital to help "meet the goals of (the) Anti-Racist Wales Action Plan by ensuring action, ownership, accountability and sustainability in the development of cultural competency in workplaces across Wales."

The Scheme Manager, Suszanne Duval, also continued to ensure that the experiences of Black, Asian and Minority Ethnic people are at the forefront of Dementia support services across Wales. Highlights of this work included chairing the Black, Asian and Minority Ethnic "Let's Talk - What Works" - Culturally Competent Dementia Services and Care webinar and presenting our research at launch of the Dementia Friendly Hospital Charter for Wales.

Direct Payments

Our Direct Payments service offer an alternative to support arranged directly by social services and provide people with choice, voice and control over the care that they receive, as identified in the Social Services and Wellbeing (Wales) Act 2014. This year Diverse Cymru support disabled people and carers to achieve control of their support in 6 counties across Wales. We have provided direct payment support to Newport & Swansea. We delivered a full DP support service to Gwynedd County Council. Additionally our bespoke Direct Payments Management software supported 3 West Wales counties of Ceredigion, Carmarthenshire and Pembrokeshire to manage the service in house. In total, the organisation supported over 2,000 people to manage their direct payments in Wales. However, we plan to run down this service in the near term.

Policy, Training & Consultancy

Diverse Cymru has a proven track-record of understanding the experiences of multi-characteristic individuals and communities. The provision of a training and consultancy service contributes to the organisation's profile and reputation as experts in the elimination of discrimination and inequality and to directly improving the experiences of people affected by inequality in Wales. During this year, the expertise of this department was in increasing demand providing specialist equality training to a wide range of public, third and private sector organisations across Wales.

Diverse Cymru are partnering with Mind Cymru and EYST to give out small grants of up to £500 to community groups, led by and for people from Black, Asian, and minoritized backgrounds, and young people (aged 18-25).

HYPE

HYPE our Black, Asian and Minority Ethnic young people project, stands for Helping Young People through Empowerment is a social action and wellbeing project. Our workshops provide information and space for young people to focus on feelings, mental health knowledge and awareness aiming to break down the stigma attached to mental health, how we talk about mental health and where to go for help. We also talk about mindfulness and work on techniques to help with stress and anxiety. Over the year we we delivered a series of mental health awareness workshops to over 300 children and young people.

We want to express our sincere thanks to all our staff, trustees, volunteers, clients and partners for their dedication and commitment ensuring we build a more equal Wales, without prejudice or discrimination, where every person is equal and diversity is celebrated, and our mission is to eliminate discrimination and inequality.

Financial review

Results for the year

This is the eleventh year of operation for the Charity during which the organisation reported a deficit for the year of £257,904. We unfortunately have to report that the charity may cease to operate in the next 2 months. Despite the significant efforts by both staff and Trustees and growth in several areas of the business, it has not been possible to stem the level of deficits that have been suffered in the last 3 years.

This, in addition to the dispute described in Note 19, has led to the decision to actively pursue new partnerships and build on existing relationships to ensure the future of the activities of Diverse Cymru. This may include a merger, or a transfer of undertakings. The Trustees, we will however manage a wind down of the organisation if such partnership or structural approaches are unlikely to take place before the Charity's assets fall below current funds and commitments including staff costs.

Reserves Policy

The Board of Trustees believes that the Charity requires a sufficient level of reserves to cover the on-going work of the Charity and its administrative functions. The Board aims to maintain six months running costs in order to ensure continued operation and appropriate cash flow management. Please note the comment on "Results for the year" above.

Unrestricted funds stand at £339,998.

The Trustees regard the on-going review of the reserves policy as part of managing the Charity. The operating results are identified and reported upon bi-monthly. On completion of the Audit of the Annual Accounts unrestricted funds are identified and analysed. The reserves policy is then reviewed by the Board of Trustees as part of the Charity's strategic planning process. The review ensures that the policy is still relevant as the Charity develops, changes and implements its strategy.

Material Investments Policy

The Bank Account is reviewed daily. At present the Charity does not consider itself to have sufficient funds to invest elsewhere and receive a beneficial return. This however is a matter which is continually under review.

Going Concern

Unless ongoing explorations of mergers, or a transfer of undertakings succeed. The Directors intend that the charity will cease to operate and do not consider it appropriate to adopt the going concern basis of accounting in preparing these financial statements. The financial statements are therefore produced on a break-up basis. The only material difference to these financial statements from adopting this basis is the full provision disclosed against the net book value of the intangible fixed asset (note 15). The key concern, in addition to the continued deficits being generated, relates to a dispute with a Council, which is explained in greater detail at note 19 to these financial statements.

Plans for future periods

We will continue to seek out new partners but also to build on existing relationships where we may make more of shared resources and back-office functions to maximise the funds available to provide direct support. This may include a merger, or a transfer of undertakings. As Trustees, we will however manage a wind down of the organisation if such partnership or structural approaches are unlikely to take place before the Charity's assets fall below current funds and commitments including staff costs.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the 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 the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

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

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report and the strategic report were approved on 26 February 2024 and signed on behalf of the board of trustees by:

Mrs H ~~Roberts~~ Parsons (née Roberts)
Trustee

Mr N de Figueiredo
Trustee

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited

Year ended 31 March 2023

Opinion

We have audited the financial statements of Diverse Excellence Cymru Limited (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Going Concern

We draw attention to note 3 to the financial statements (going concern) which explains that the directors intend that the charity will cease to operate, and therefore do not consider it to be appropriate to adopt the going concern basis of accounting in preparing the financial statements. Accordingly, the financial statements have been prepared on a basis other than a going concern as described in Note 3. Our opinion is not modified in respect of this matter

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted

- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance

- By obtaining an understanding of the charity's policies and procedures on compliance with laws and regulations, and with best accounting practice

- Noting issues discussed with trustees' and the senior management team as this relates to risks faced by the charity

- Reviewing information received from the charity's solicitors, if any and discussing their contents with the trustees'

- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations

- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

- Considering the effect on risk to the charity of the Covid-19 pandemic and the UK's departure from the EU. In particular to note whether any such issues would affect the charity's ability to continue to trade.

Through these procedures, we did not become aware of actual or suspected non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

26 February 2024

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

	Note	2023 Unrestricted funds £	2023 Restricted funds £	2023 Total funds £	2022 Total funds £
Income and endowments					
Donations	5	7,140	–	**7,140**	2,999
Charitable activities	6	–	576,234	**576,234**	440,764
Other income	7	1,750	–	**1,750**	2,285
Direct Payments	7	254,301	–	**254,301**	257,635
Total income		263,191	576,234	**839,425**	703,683
Expenditure					
Expenditure on charitable activities	8,9	403,609	693,720	**1,097,329**	841,343
Total expenditure		403,609	693,720	**1,097,329**	841,343
Net expenditure		(140,418)	(117,486)	**(257,904)**	(137,660)
Transfers between funds		(50,319)	50,319	–	–
Net movement in funds		(190,737)	(67,167)	**(257,904)**	(137,660)
Reconciliation of funds					
Total funds brought forward		530,735	67,167	**597,902**	735,562
Total funds carried forward		339,998	–	**339,998**	597,902

The statement of financial activities includes all gains and losses recognised in the year.

It is intended that the charity will cease to operate within the next 2 months.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	£	2022 £
Fixed assets				
ILS Database	15		–	35,770
Tangible fixed assets	16		6,007	8,270
			6,007	44,040
Current assets				
Debtors	17	210,089		198,456
Cash at bank and in hand		397,974		504,162
		608,063		702,618
Creditors: amounts falling due within one year	18	274,072		148,756
Net current assets			333,991	553,862
Total assets less current liabilities			339,998	597,902
Net assets			339,998	597,902
Funds of the charity				
Restricted funds			–	67,167
Unrestricted funds			339,998	530,735
Total charity funds	20		339,998	597,902

These financial statements were approved by the board of trustees and authorised for issue on 26 February 2024, and are signed on behalf of the board by:

Mrs H ~~Roberts~~ Parsons (née Roberts)
Trustee

Mr N de Figueiredo
Trustee

The notes on pages 19 to 35 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net expenditure	**(257,904)**	(137,660)
Adjustments for:		
Depreciation of tangible fixed assets	**2,292**	1,350
Amortisation of ils database	**35,770**	2,784
Interest payable and similar charges	**2,903**	3,345
Accrued expenses	**107,580**	38,875
Changes in:		
Trade and other debtors	**1,803**	28,149
Trade and other creditors	**4,271**	(25,154)
Cash generated from operations	**(103,285)**	(88,311)
Interest paid	**(2,903)**	(3,345)
Net cash used in operating activities	**(106,159)**	(91,656)
Cash flows from investing activities		
Purchase of tangible assets	–	(7,753)
Net cash used in investing activities	–	(7,753)
Net decrease in cash and cash equivalents	**(106,188)**	(99,4098)
Cash and cash equivalents at beginning of year	**504,162**	603,570
Cash and cash equivalents at end of year	**397,974**	504,162

The notes on pages 19 to 35 form part of these financial statements.

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Alexandra House, 3rd Floor, 307 - 315 Cowbridge Road East, Cardiff, CF5 1JD.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The Directors intend that the charity will cease to operate and do not consider it appropriate to adopt the going concern basis of accounting in preparing these financial statements. The financial statements are therefore produced on a break-up basis. The only material difference to these financial statements from adopting this basis is the full provision disclosed against the net book value of the intangible fixed asset (note 15). The key concern, in addition to the continued deficits being generated, relates to a dispute with a Council, which is explained in greater detail at note 19 to these financial statements.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. **Accounting policies** *(continued)*

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Amortisation

The charity has considered the carrying value of the database. Due to the changing activities of the organisation, it is unlikely that the database will be utilised in the future. It has therefore been decided to fully provide the book value of this asset to be prudent.

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Leasehold Property	-	Over the term of the lease
Equipment	-	20% p.a. straight line basis
Fixtures & Fittings	-	20% p.a. straight line basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter. There are 9 members of the company.

5. Donations

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2023 £**
Donations			
Donations	7,140	–	**7,140**
Grants			
WCVA- Advocacy	–	–	–
	7,140	–	**7,140**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	2,999	–	2,999
Grants			
WCVA- Advocacy	–	26,362	26,362
	2,999	26,362	29,361

6. Charitable activities

Direct Payments
In helping to meet the 'Independent Living' needs of disabled people, Diverse Cymru provides a direct payment support service on behalf of Newport, Swansea and Gwynedd County Councils to assist service users with all aspects of Direct Payments.

	Restricted Funds £	Total Funds 2023 £	Restricted Funds £	Total Funds 2022 £
Policy Training	14,249	**14,249**	17,050	**17,050**
WG Community Cohesion	8,000	**8,000**	12,000	**12,000**
Cardiff University SLA	1,665	**1,665**	3,835	**3,835**
Creu Cymru	–	**–**	2,000	**2,000**
Welsh Government - Cultural Competency Certification	36,381	**36,381**	65,697	**65,697**
Anti Racist Audit NHS	420	**420**	–	**–**
Community Room	3,122	**3,122**	–	**–**
Children in Need	895	**895**	–	**–**
Policy Management	5,350	**5,350**	1,350	**1,350**
Lottery	70,733	**70,733**	–	**–**
Summer of Fun	4,415	**4,415**	–	**–**
Hype	3,450	**3,450**	–	**–**
Independent Age Advocacy	14,198	**14,198**	–	**–**
Just Fair	475	**475**	–	**–**
Cardiff & Vale University Local Health Board Mental Health Grant	66,597	**66,597**	66,897	**66,897**
Vale of Glamorgan	33,048	**33,048**	21,765	**21,765**
Welsh Government Section 64	52,737	**52,737**	105,877	**105,877**
Welsh Government toolkit	5,000	**5,000**	–	**–**
Mental Health Additional	11,850	**11,850**	5,150	**5,150**
Mental Health Recovery Support	33,374	**33,374**	53,197	**53,197**
LHB Additional	17,915	**17,915**	7,085	**7,085**
Natural Resource Wales	16,142	**16,142**	8,014	**8,014**
WCVA – Advocacy	–	**–**	26,362	**26,362**
HAFAL	34,925	**34,925**	42,936	**42,936**
Taith	7,364	**7,364**	–	**–**
Marie Curie	26,848	**26,848**	1,549	**1,549**
Cultural Competency Certificate	5,816	**5,816**	–	**–**
Cardiff Met	165	**165**	–	**–**
CC Scheme Interim	101,100	**101,100**	–	**–**
	576,234	**576,234**	440,764	**440,764**

7. Other income

	Direct Payments	Other Income	Unrestricted Funds	Restricted Funds	**Total Funds 2023**
	£	£	£	£	**£**
Other Income	–	1,750	1,750	–	**1,750**
West Wales - Direct Payments	104,845	–	104,845	–	**104,845**
Newport - Direct Payments	28,947	–	28,947	–	**28,947**
Bridgend - Direct Payments	–	–	–	–	**–**
Swansea - Direct Payments	28,969	–	28,969	–	**28,969**
Gwynedd - Direct Payments	91,540	–	91,540	–	**91,540**
	254,301	1,750	256,051	–	**256,051**

	Direct Payments	Other Income	Total Unrestricted Funds	Restricted Funds	**Total Funds 2022**
	£	£	£	£	**£**
Other Income	–	2,285	2,285	–	**2,285**
West Wales - Direct Payments	101,041	–	101,041	–	**101,041**
Newport - Direct Payments	31,056	–	31,056	–	**31,056**
Bridgend - Direct Payments	40,270	–	40,270	–	**40,270**
Swansea - Direct Payments	39,812	–	39,812	–	**39,812**
Gwynedd – Direct Payments	45,456	–	45,456	–	**45,456**
	257,635	2,285	259,920	–	**259,920**

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
WG Community Cohesion	–	36,282	**36,282**
Anti Racist Audit NHS	–	420	**420**
Cultural Competancy Scheme	–	98,664	**98,664**
Welsh Government Section 64	–	76,623	**76,623**
Community Room	–	3,120	**3,120**
Children in Need	–	895	**895**
Policy Management	–	5,350	**5,350**
Policy Training	–	31,299	**31,299**
Vale of Glamorgan	–	33,048	**33,048**
Welsh Government Cultural Competency Certification	–	37,216	**37,216**
Just Fair	–	475	**475**
Mental Health Additional	–	11,850	**11,850**
Natural Resource Wales	–	23,272	**23,272**
HAFAL	–	41,586	**41,586**
LHB Additional	–	17,914	**17,914**
Cardiff and Vale University Health Board Mental Health Grant	–	87,147	**87,147**
Direct Payments – Bridgend	–	–	–
Direct Payments – Newport	31,402	–	**31,402**
Direct Payments – West Wales	86,222	–	**86,222**
Direct Payments – Gwynedd	75,223	–	**75,223**
Direct Payments – Swansea	54,543	–	**54,543**
Creu Cymru	–	–	–
Lottery	–	70,733	**70,733**
Welsh Government - Mental Health Recovery Support Fund	–	47,864	**47,864**
Summer of Fun	–	4,415	**4,415**
WCVA – Advocacy	–	2,253	**2,253**
Taith	–	7,364	**7,364**
Cardiff University	–	5,207	**5,207**
Hype	–	3,450	**3,450**
Independent Age Advocacy	–	14,198	**14,198**
Cardiff Met	–	165	**165**
Welsh Government Toolkit	–	5,000	**5,000**
Marie Curie	–	27,910	**27,910**
Support costs	156,219	–	**156,219**
	403,609	693,720	**1,097,329**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
WG Community Cohesion	–	2,400	2,400
Anti Racist Audit NHS	–	–	–
Cultural Competancy Scheme	–	–	–
Welsh Government Section 64	–	81,991	81,991
Community Room	–	–	–
Children in Need	–	–	–
Policy Management	–	40,121	40,121

8. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Policy Training	–	–	–
Vale of Glamorgan	–	27,575	27,575
Welsh Government Cultural Competency Certification	–	56,434	56,434
Just Fair	–	–	–
Mental Health Additional	–	5,150	5,150
Natural Resource Wales	–	883	883
HAFAL	–	36,276	36,276
LHB Additional	–	7,086	7,086
Cardiff and Vale University Health Board Mental Health Grant	–	46,347	46,347
Direct Payments – Bridgend	19,659	–	19,659
Direct Payments – Newport	31,233	–	31,233
Direct Payments – West Wales	992	–	992
Direct Payments – Gwynedd	32,601	–	32,601
Direct Payments – Swansea	17.724	–	17,724
Creu Cymru	–	–	–
Lottery	–	–	–
Welsh Government - Mental Health Recovery Support Fund	–	38,707	38,707
Summer of Fun	–	–	–
WCVA – Advocacy	–	24,109	24,109
Taith	–	–	–
Cardiff University	–	293	293
Hype	–	–	–
Independent Age Advocacy	–	–	–
Cardiff Met	–	–	–
Welsh Government Toolkit	–	5,738	5,738
Marie Curie	–	487	487
Support costs	365,537	–	365,537
	467,746	373,597	841,343

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	**Total funds 2023 £**	Total fund 2022 £
WG Community Cohesion	36,282	–	**36,282**	2,400
Anti Racist Audit NHS	420	–	**420**	–
Cultural Competancy Scheme	98,664	–	**98,664**	–
Welsh Government Section 64	76,623	–	**76,623**	81,991
Community Room	3,120	–	**3,120**	–
Children in Need	895	–	**895**	–
Policy Management	5,350	–	**5,350**	40,121
Policy Training	31,299	–	**31,299**	–
Vale of Glamorgan	33,048	–	**33,048**	27,575

9. Expenditure on charitable activities by activity type *(continued)*

	Activities undertaken directly	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£
Welsh Government Cultural Competency Certification	37,216	–	**37,216**	56,434
Just Fair	475	–	**475**	–
Mental Health Additional	11,850	–	**11,850**	5,150
Natural Resource Wales	23,272	–	**23,272**	883
HAFAL	41,586	–	**41,586**	36,276
LHB Additional	17,914	–	**17,914**	7,086
Cardiff and Vale University Health Board Mental Health Grant	87,147	–	**87,147**	46,347
Direct Payments - Bridgend	–	–	**–**	19,659
Direct Payments - Newport	31,402	–	**31,402**	31,233
Direct Payments – West Wales	86,222	–	**86,222**	89,392
Direct Payments - Gwynedd	75,223	–	**75,223**	32,601
Direct Payments - Swansea	54,543	–	**54,543**	17,724
Lottery	70,733	–	**70,733**	–
Central Costs	–	156,219	**156,219**	277,137
Welsh Government - Mental Health Recovery Support Fund	47,864	–	**47,864**	38,707
Summer of Fun	4,415	–	**4,415**	–
WCVA - Advocacy	2,253	–	**2,253**	24,109
Taith	7,364	–	**7,364**	–
Cardiff University	5,207	–	**5,207**	293
Hype	3,450	–	**3,450**	–
Independent Age Advocacy	14,198	–	**14,198**	–
Cardiff Met	165	–	**165**	–
Welsh Government Toolkit	5,000	–	**5,000**	5,738
Marie Curie	27,910	–	**27,910**	487
	941,110	156,219	**1,097,329**	841,343

10. Analysis of support costs

	Total 2023	Total 2022
	£	£
Staff costs	**18,553**	220,021
Premises	**33,824**	39,545
Communications and IT	**–**	20,076
Finance costs	**1,657**	2,290
Governance costs	**38,467**	51,612
Other office costs	**25,656**	27,859
Depreciation	**38,062**	4,134
	156,219	365,537

11. Net expenditure

Net expenditure is stated after charging/(crediting):

	2023	2022
	£	£
Amortisation of ils database	**35,770**	2,784
Depreciation of tangible fixed assets	**2,292**	1,350

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	**690,891**	570,312
Social security costs	**52,989**	46,238
Employer contributions to pension plans	**15,147**	12,479
	759,027	629,029

The average head count of employees during the year was 31 (2022: 25). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff	**27**	22

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

13. Trustee remuneration and expenses

No trustee received any remuneration during the year (2022: £nil).

All trustees are entitled to claim expenses for attending meetings, two trustees claimed a total of £268 in respect of meeting expenses (2022: £50).

14. Transfers between funds

There were transfers between funds during the year of £50,319 (2022: £nil).

15. Intangible assets

	ILS Database
	£
Cost	
At 1 April 2022 and 31 March 2023	**55,797**
At 1 April 2022	**20,027**
Charge for the year	**35,770**
At 31 March 2023	**55,797**
Carrying amount	
At 31 March 2023	**-**
At 31 March 2022	35,770

15. Intangible assets *(continued)*

The charity has considered the carrying value of the database. Due to the changing activities of the organisation, it is unlikely that the database will be utilised in the future. It has therefore been decided to fully provide the book value of this asset to be prudent.

16. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Equipment £	Total £
Cost				
At 1 April 2022 and 31 March 2023	5,307	14,939	97,007	**117,253**
Depreciation				
At 1 April 2022	5,307	14,939	88,708	**108,954**
Charge for the year	–	–	2,292	**2,292**
At 31 March 2023	5,307	14,939	91,000	**111,246**
Carrying amount				
At 31 March 2023	–	–	6,007	**6,007**
At 31 March 2022	–	–	8,299	8,299

17. Debtors

	2023 £	2022 £
Trade debtors	**186,165**	191,089
Prepayments and accrued income	**23,924**	7,367
	210,089	198,456

18. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	**10,194**	8,611
Accruals and deferred income	**249,209**	128,164
Social security and other taxes	**14,669**	11,981
	274,072	148,756

19. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £15,147 (2022: £12,479).

20. Contingent Liability

The charity is unfortunately embroiled in a dispute with a Council, relating to anomalies arising whilst administering a direct payments system. This Council is no longer a client of the charity. This dispute, whilst ongoing for some months, remains unresolved at the date of the signing of these accounts. Monies are also owed to this charity by the Council, which would mitigate any eventual cost.

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	530,735	263,191	(403,609)	(50,319)	339,998

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	735,562	262,919	(467,746)	–	530,735

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Cardiff City Council	–	–	–	–	–
Welsh Government - Section 64	23,886	52,737	(76,623)	–	–
Vale of Glamorgan	(5,810)	33,048	(33,048)	5,810	–
Mental Health Additional	–	11,850	(11,850)	–	–
LHB Additional	(1)	17,915	(17,914)	–	–
Lottery	–	70,733	(70,733)	–	–
Summer of Fun	–	4,415	(4,415)	–	–
Cardiff University SLA	3,542	1,665	(5,207)	–	–
Creu Cymru	2,000	–	(2,000)	–	–
Policy Management	(38,771)	5,350	(5,350)	38,771	–
Policy Training	17,050	14,249	(31,299)	–	–
Welsh Government Cultural Competency Certification	9,263	36,381	(45,644)	–	–
Just Fair	–	475	(475)	–	–
Natural Resource Wales	7,131	16,142	(23,273)	–	–
HAFAL Newport Mental Health Project	6,660	34,925	(41,585)	–	–
Cardiff and Vale University Health Board - Mental Health Grant	20,550	66,597	(87,147)	–	–

21. Analysis of charitable funds *(continued)*

Welsh Government Mental Health Recovery Support Fund	14,490	33,374	(47,864)	–	–
WCVA - Advocacy	2,253	–	(2,253)	–	–
Taith	–	7,364	(7,364)	–	–
Hype Additional Activities	–	3,450	(3,450)	–	–
Independent Age Advocacy	–	14,198	(14,198)	–	–
Welsh Government Toolkit	(5,738)	5,000	(5,000)	5,738	–
Marie Curie	1,062	26,848	(27,910)	–	–
Cultural Competency Certificate	–	5,816	(5,816)	–	–
Anti Racist Audit NHS	–	420	(420)	–	–
Community Room	–	3,122	(3,122)	–	–
WG Community Cohesion	9,600	8,000	(17,600)	–	–
Children in Need	–	895	(895)	–	–
Cardiff Met	–	165	(165)	–	–
CC Scheme Interim	–	101,100	(101,100)	–	–
	67,167	576,234	(693,720)	50,319	–

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Cardiff City Council	–	–	(3)	–	(3)
Welsh Government - Section 64	–	105,877	(81,990)	–	23,887
Vale of Glamorgan	–	21,765	(27,575)	–	(5,810)
Mental Health Additional	–	5,150	(5,150)	–	–
LHB Additional	–	7,085	(7,085)	–	–
Lottery	–	–	–	–	–
Summer of Fun	–	–	–	–	–
Cardiff University SLA	–	3,835	(293)	–	3,542
Creu Cymru	–	2,000	–	–	2,000
Policy Management	–	1,350	(40,120)	–	(38,770)
Policy Training	–	17,050	–	–	17,050
Welsh Government Cultural Competency Certification	–	65,697	(56,433)	–	9,264
Just Be Fair	–	–	–	–	–
Natural Resource Wales	–	8,014	(883)	–	7,131

21. Analysis of charitable funds *(continued)*

HAFAL Newport Mental Health Project	–	42,936	(36,276)	–	6,660
Cardiff and Vale University Health Board - Mental Health Grant	–	66,897	(46,347)	–	20,550
Welsh Government Mental Health Recovery Support Fund	–	53,197	(38,708)	–	14,489
WCVA - Advocacy	–	26,362	(24,109)	–	2,253
Taith	–	–	–	–	–
Hype Additional Activities	–	–	–	–	–
Independent Age Advocacy	–	–	–	–	–
Welsh Government Toolkit	–	–	(5,738)	–	(5,738)
Marie Curie	–	1,549	(487)	–	1,062
Cultural Competency Certificate	–	–	–	–	–
Anti Racist Audit NHS	–	–	–	–	–
Community Room	–	–	–	–	–
WG Community Cohesion	–	12,000	(2,400)	–	9,600
Children in Need	–	–	–	–	–
Cardiff Met	–	–	–	–	–
CC Scheme Interim	–	–	–	–	–
	–	440,764	(373,597)	–	67,167

21. Analysis of charitable funds *(continued)*

Cardiff Advice Service - This project is funded by the Vale of Glamorgan Citizens Advice Bureau to provide specialist welfare advice service.

Comic Relief - The purpose of this project is to promote greater involvement of people who have mental health problems and assist in decisions that affect their lives. This is done by increasing the knowledge and understanding of BME people and their communities in mental health issues and increasing their ability support each other and speak up for themselves.

Community Voice - The purpose of this project is to bring together, develop the capacity, promote the voice and support the seldom heard individuals of Cardiff and the Vale.

Families First - The grant is funded by Action for Children to provide support and welfare advice for families with children and young people with disabilities.

Art Council of Wales Framework - The aim of the project is to produce a tool kit on equality and diversity or use by a variety of people in the arts to promote good practice.

Creu Cymru - The project now known as Hynt will enable disabled customers and their carers to access consistent concessions when purchasing tickets across all theatres and arts centres in Wales. The developed scheme rolled out nationally, will act as a catalyst and valuable tool for audience development across the venue network.

Supporting People with Disabilities - The purpose of the grant is to provide advice and support to people with disabilities.

The Welsh Assembly S64 Grant - This grant was used to contribute towards the cost of taking forward BME Mental Health issues across Wales.

Welsh Gymnastics - The project was funded to develop a sustainable women and girls only gymnastics club within the local community with the main focus on the ethnic minority females.

Ffilm- Supporting diverse individuals in gaining access to work opportunities within film and TV.

Golden Thread - DC continue to support this project that helps to ensure that organisations are ready for the commissioning of Advocacy services in the near-future. We continue to contribute as part of the Project's steering group.

Asylum seekers - working with refugees and asylum seekers who share their stories in interviews. To be followed by a publication and a film to be shown nationally.

Equality and Human Rights Commission - three research projects to assess effectiveness of various diversity initiatives

WCVA Open Government Network - project to skill up diverse individuals and co-production of a new model of engagement

22. Analysis of net assets between funds

	Unrestricted Funds	**Total Funds 2023**
	£	£
ILS Database	32,986	**32,986**
Tangible fixed assets	6,007	**6,007**
Current assets	333,991	**333,991**
Net assets	372,984	**372,984**

	Unrestricted Funds	Total Funds 2022
	£	£
ILS Database	35,770	35,770
Tangible fixed assets	8,270	8,270
Current assets	553,862	553,862
Net assets	597,902	597,902

23. Funds received as agent or held as custodian trustee

At the year end the charity held the following amounts as custodian trustee on behalf of the Managed Payments Scheme:

	2023	2022
	£	£
Newport City Council	**28,947**	31,056
Swansea City Council	**28,970**	39,812
Gwynedd County Council	**91,450**	45,456
Bridgend County Borough Council	**–**	40,270
West Wales	**104,844**	101,041

24. Analysis of changes in net debt

	At 1 Apr 2022	Cash flows	**At 31 Mar 2023**
	£	£	£
Cash at bank and in hand	504,162	(106,188)	**397,974**

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2023	2022
	£	£
Not later than 1 year	**15,048**	35,000
Later than 1 year and not later than 5 years	**22,296**	15,048
	37,344	50,048

26. Limitation of auditors liability

By way of a members' resolution dated 12th November 2019, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

DIVERSE EXCELLENCE CYMRU

England & Wales - Charity number 1142159

Accounts

COMPANY REGISTRATION NUMBER: 7058600
CHARITY REGISTRATION NUMBER: 1142159

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

31 March 2022



WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

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Diverse Excellence Cymru Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name	Diverse Excellence Cymru Limited
Charity registration number	1142159
Company registration number	7058600
Principal office and registered office	Alexandra House 3rd Floor 307 - 315 Cowbridge Road East Cardiff CF5 1JD

The trustees

Ms J Jones (Francois)	
Mr J Williams	
Ms H Dodoo	
Ms E Aure	(Retired 27 July 2021)
Mr B Coates	
Ms R Gibson	
Mr P Majithia	(Appointed 28 September 2021)
Mrs H Roberts	
Ms E Perry	
Ms S Rees	(Retired 27 July 2021)
Mrs E O'Donovan	(Appointed 30 November 2021)

Auditor	Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF

Structure, governance and management

Governing Document
The organisation was formed as a company limited by guarantee and is governed by the Memorandum and Articles of Association. It was incorporated on 27th October 2009, registered as a Charity on 22nd February 2011 and started to operate on 1st April 2011.

This followed the amalgamation of two existing organisations: Awetu and the Cardiff & Vale Coalition for Disabled People. Awetu ('Our Unity' in Swahili) was a registered charity set up in 1988 as a result of the growing concern among a number of professional workers at the over representation of Black clients within the mental health services and the need to improve the sensitivity of these services to lack people's needs.

Cardiff & Vale Coalition for Disabled People, a Company Limited by guarantee, was created in 1991. It was established from the outset as an organisation for disabled people that could challenge barriers; bring disabled people together to campaign on relevant issues such as education, employment, housing, transport and strengthen the voices of disabled people in the community and in decision making.

Recruitment
The Directors also serve as Trustees of the Charity. Trustees can be voted for at the Annual General Meeting or can be co-opted by the Board of Trustees at any time.

Trustee Induction and Training
The charity has a comprehensive induction training programme. Following the initial induction, a range of training opportunities are provided with particular regard to governance.

Risk Review
All major risks to which the Charity becomes exposed to, are identified by the Trustees these are reviewed and systems or procedures established to manage those risks

The following key principles outline Diverse Cymru's approach to risk management and internal control:

- The Board of Trustees has responsibility for overseeing risk management within Diverse Cymru as a whole.
- A risk register is maintained and updated as required.
- An open and receptive approach to solving risk problems is adopted by the Board of Trustees.
- The CEO and Senior Management Team (SMT) offer support, advice and implement policies and procedures agreed by the Board of Trustees.
- Diverse Cymru recognises prudent disclosure of financial and non-financial implications of risks.
- The Trustees, CEO, SMT and other key staff are responsible for encouraging good risk management practice within their areas of work.

Objectives and activities

Organisational structure
The Board of Trustees has strategic oversight, in line with charity law. The CEO is ex officio member of the Board by virtue of their role as Secretary and are supported by SMT in the administration of the operational responsibility for the charity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT
The Charity's objects are specifically restricted to promote equality and diversity for the benefit of the public by seeking to eliminate discrimination in all its forms, in particular but not exclusively, by the provision of advice, information and training.

Diverse Cymru's vision is 'a world without prejudice or discrimination, where every person is equal and diversity is celebrated'.

Our mission is to eliminate discrimination and inequality in Wales. We will do this through:

Provision - Delivering services that reduce inequality;

Promotion - Increasing awareness of equality issues;

Participation - Enabling people affected by inequality to engage and speak for themselves;

Inspiring action - Motivating people to take action against inequality.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

Over the last year Diverse Cymru has continued on its journey to provide high quality services that make a real difference to the lives of the people who we support.

The COVID-19 pandemic continued to present significant challenges to the organisation but also provided opportunities to embed new methods of working. Diverse Cymru continued to operate hybrid services to our clients, which ensured we were able to continue to support communities across Wales. The Diverse Cymru team benefited from continued hybrid and flexible work arrangements and will continue to do so in the future.

The demand for our client facing services has continued to increase over the last year, with both our Advocacy and Mental Health support having to implement waiting lists for support.

We have continued to expand our services both creating new partnerships and renewing existing projects. We have expanded our Direct Payments services working with Swansea County Borough Council and Gwynedd County Council. We were delighted to have been awarded a 4 year grant from the National Lottery Community Fund to expand our Mental Health Recovery hub for Black, Asian and minority ethnic communities into West and North Wales. The Hub's Cardiff and the Vale project was renewed for a further 4 years, allowing for an All-Wales mental health service. Diverse Cymru also started an exciting project in partnership with Marie Curie Cymru. Over the next 3 years we will be working together to provide greater equitable access and culturally competent bereavement support across Wales.

Advocacy

Our Advocacy service provides a voice to those experiencing barriers to access support, through advice, guidance and direct advocacy. Our services for the Vale of Glamorgan Council Adult Social Services exceeded the number of client supported by 50% based on our contractual obligations. The work undertaken includes welfare benefits (applications, assessments, appeals and Tribunal representations), social care, housing and complaints against public bodies. The financial gains for clients due to our interventions reached £39,972.00 in payment of arrears and £155,092.00 in ongoing awards. Additionally, one case that was closed during this period resulted in financial compensation for a client when a complaint was upheld.

Mental Health Hub

Our Mental Health Hub is a wellbeing service for Black Asian and Minority Ethnic communities providing one to one mental health support and an online community that creates pathways to better mental health. We continued to have an increase in referrals and have had to rethink how we could work more efficiently to meet the demand for the service. In addition to our face to face work, we continued to develop our online peer support sessions including online activities such as Bollywood dance, mindfulness, book club, tv/documentary club, film club and culture club. This year 93% of our clients reporting an increase in confidence after receiving support from the team.

Achievements and performance *(continued)*

Cultural Competency Certification Scheme

Our Black, Asian and Minority Ethnic Cultural Competency Certification Scheme, works with leaders and organisations to ensure their services across Wales are culturally accessible and competent. This year the scheme went from strength to strength with 18 workplaces joining the scheme with over 140 people receiving the scheme's cultural awareness training sessions. In October 2021, to celebrate World Mental Health Day and Black History Month, we held our inaugural Certificate Presentation Event, with Caswell Clinic and Organisational Development from Public Health Wales receiving their quality marks for completing the certification. Speakers at the event included the First Minister Mark Drakeford, Jane Hutt MS, Minster for Social Justice, and Vaughan Gething MS, Minister for Economy. The First Minister said, "We as a government are proud to fund the Certification Scheme because we recognise the development of good practice because we recognise the services organisations provide need to be fair and equitable. The Scheme is part of our determination in Wales to make a new history acting on lived experiences and it is helping Welsh Government to deliver their promise"

Direct Payments

Our Direct Payments service offer an alternative to support arranged directly by social services and provide people with choice, voice and control over the care that they receive, as identified in the Social Services and Wellbeing (Wales) Act 2014. This year Diverse Cymru support disabled people and carers to achieve control of their support in 6 counties across Wales. We have provided direct payment support to Newport & Swansea. We delivered a full DP support service to Gwynedd County Council. Additionally our bespoke Direct Payments Management software supported 3 West Wales counties of Ceredigion, Carmarthenshire and Pembrokeshire to manage the service in house. In total, the organisation supported over 2,000 people to manage their direct payments in Wales.

Policy, Training & Consultancy

Diverse Cymru has a proven track-record of understanding the experiences of multi-characteristic individuals and communities. The provision of a training and consultancy service contributes to the organisation's profile and reputation as experts in the elimination of discrimination and inequality and to directly improving the experiences of people affected by inequality in Wales. During this year, the expertise of this department was in increasing demand providing specialist equality training to a wide range of public, third and private sector organisations across Wales.

Finally this year saw significant changes to the staffing team and Diverse Cymru, with 43% of the existing staffing team joining in this financial year, including our new CEO. We want to express our sincere thanks to all our staff, trustees, volunteers, clients and partners for their dedication and commitment ensuring we build a more equal Wales for the people who use our services.

Chair's Report

CEO Appointment

Diverse Cymru continues to actively support its mission to eliminate discrimination and inequality in Wales through the delivery of services to reduce inequality, promote awareness of equality issues and enable people affected by inequality to engage and speak for themselves. This is achieved with its advocacy service, mental health support services, engagement and training programmes, and direct payments.

The board would like to thank Zoe King, Deputy CEO, for providing cover as acting CEO until Chris was in post.

Diverse Cymru has had a number of accolades winning several awards in recognition of its expertise in the provision of mental health support services for people from Black, Asian and Minority backgrounds. It was a runner up in the UK 2022 GSK Impact Awards marking the charity's important work with the health and wellbeing of the communities it serves. Other awards include a University of South Wales Innovation and Impact award in the Health and Wellbeing category, a Lifetime Achievement for Suzanne Duval at the Ethnic Minority Welsh Women Achievement Association, a Wales Online Diversity and Inclusion award, and a finalist in the Mental Health and Wellbeing Wales awards.

A major highlight during the year was the National Lottery's People and Places fund making a £500,000 award for a four-year project for a Black, Asian and Minority Ethnic Wellbeing Service. The year was also marked by the first Certificate Presentation Event held for the Black, Asian and Minority Ethnic Cultural Competence Scheme. Speeches were given by the First Minister of Wales, the Minister for Social Justice, and Minister for the Economy (previously Minister for Health and Social Services). Dr Dr Charles Willie, as Cultural Competence Project Advisor, has also been involved in writing a Cultural Competency Toolkit for Mental Health Reform in Ireland. The toolkit will inform mental health services and staff on how best to provide care to individuals from ethnic minority communities in Ireland.

A new Lived Experience Advisory Group is being created with the objective of ensuring that those who experience Diverse Cymru's services inform and shape the future direction of the charity's service provision.

The charity is in a period of transition as it secures new projects and partnerships to replace some of the previous large-scale direct payment projects.

Covid continued to provide a challenging environment at the start of the year with staff working hard to ensure that service users continue to benefit from a positive experience with service provision.

Finally, I would like to thank the trustees for supporting Diverse Cymru with their contributions to board meetings and making strategic decisions to ensure the charity's integrity with its core activities, and the extra support given with participating in sub committees

Financial review

Results for the year

This is the tenth year of operation for the Charity during which the organisation reported a deficit for the year was £137,660.

The average number of employees, calculated on the basis of full time equivalents, has decreased from 37 to 22.

Reserves Policy

The Board of Trustees believes that the Charity requires a sufficient level of reserves to cover the on-going work of the Charity and its administrative functions. The Board aims to maintain six months running costs in order to ensure continued operation and appropriate cash flow management.

Unrestricted funds stand at £530,735

The Trustees regard the on-going review of the reserves policy as part of managing the Charity. The operating results are identified and reported upon bi-monthly. On completion of the Audit of the Annual Accounts unrestricted funds are identified and analysed. The reserves policy is then reviewed by the Board of Trustees as part of the Charity's strategic planning process. The review ensures that the policy is still relevant as the Charity develops, changes and implements its strategy.

Material Investments Policy

The Bank Account is reviewed daily. At present the Charity does not consider itself to have sufficient funds to invest elsewhere and receive a beneficial return. This however is a matter which is continually under review.

Plans for future periods

Diverse Cymru is seeking to develop and expand our services to ensure we are able to help create a nation without prejudice or discrimination, where every person is equal and diversity is celebrated, and our mission is to eliminate discrimination and inequality. Our new pan Wales Mental Health Hub, supporting Black, Asian and Minority Ethnic Communities across Wales, will launch in May 2022, in addition to our partnership with Marie Curie Cymru to ensure equitable access to bereavement support, that launches in April 2022.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the 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 the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;

- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report and the strategic report were approved on 22nd November 2022 and signed on behalf of the board of trustees by:

Mr J Williams
Interim Chair of Trustees

Mrs H Roberts Parsons HP
Trustee & Chair of Finance and HR Sub Committee

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited

Year ended 31 March 2022

Opinion

We have audited the financial statements of Diverse Excellence Cymru Limited (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted

- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance

- By obtaining an understanding of the charity's policies and procedures on compliance with laws and regulations, and with best accounting practice

- Noting issues discussed with trustees' and the senior management team as this relates to risks faced by the charity

- Reviewing information received from the charity's solicitors, if any and discussing their contents with the trustees'

- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations

- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

- Considering the effect on risk to the charity of the Covid-19 pandemic and the UK's departure from the EU. In particular to note whether any such issues would affect the charity's ability to continue to trade.

Through these procedures, we did not become aware of actual or suspected non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

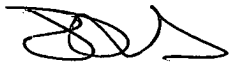
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes Bsc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

22nd November 2022

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

	Note	Unrestricted funds £	2022 Restricted funds £	Total funds £	2021 Total funds £
Income and endowments					
Donations and legacies	**5**	2,999	—	**2,999**	2,556
Charitable activities	**6**	–	440,764	**440,764**	323,646
Other income	**7**	2,285	–	**2,285**	17,097
Direct payments	**7**	257,635	–	**257,635**	1,095,280
Total income		262,919	440,764	**703,683**	1,438,579
Expenditure					
Expenditure on charitable activities	**8,9**	467,746	373,597	**841,343**	1,204,128
Total expenditure		467,746	373,597	**841,343**	1,204,128
Net (expenditure)/income and net movement in funds		(204,827)	67,167	**(137,660)**	234,451
Reconciliation of funds					
Total funds brought forward		735,562	–	**735,562**	501,111
Total funds carried forward		530,735	67,167	**597,902**	735,562

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities but note that activity from West Wales has discontinued.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	2022 £	£	2021 £
Fixed assets				
ILS Database	**15**		**35,770**	38,554
Tangible fixed assets	**16**		**8,270**	1,867
			44,040	40,421
Current assets				
Debtors	**17**	**198,456**		227,867
Cash at bank and in hand		**504,162**		603,570
		702,618		831,437
Creditors: amounts falling due within one year	**18**	**148,756**		136,296
Net current assets			**553,862**	695,141
Total assets less current liabilities			**597,902**	735,562
Net assets			**597,902**	735,562
Funds of the charity				
Restricted funds			**67,167**	–
Unrestricted funds			**530,735**	735,562
Total charity funds	**20**		**597,902**	735,562

These financial statements were approved by the board of trustees and authorised for issue on 22nd November 2022, and are signed on behalf of the board by:

Mr J Williams
Interim Chair of Trustees

Mrs H Roberts Parsons HP
Trustee & Chair of Finance and HR Sub Commitee

The notes on pages 17 to 33 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net (expenditure)/income	**(137,660)**	234,451
Adjustments for:		
Depreciation of tangible fixed assets	**1,350**	3,581
Amortisation of ils database	**2,784**	2,784
Interest payable and similar charges	**3,345**	9,850
Accrued expenses	**38,875**	90,006
Changes in:		
Trade and other debtors	**28,149**	(131,535)
Trade and other creditors	**(25,153)**	27,012
Cash generated from operations	**(88,310)**	236,149
Interest paid	**(3,345)**	(9,850)
Net cash (used in)/from operating activities	**(91,655)**	226,299
Cash flows from investing activities		
Purchase of tangible assets	**(7,753)**	–
Net cash used in investing activities	**(7,753)**	–
Net (decrease)/increase in cash and cash equivalents	**(99,408)**	226,299
Cash and cash equivalents at beginning of year	**603,570**	377,271
Cash and cash equivalents at end of year	**504,162**	603,570

The notes on pages 17 to 33 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Alexandra House, 3rd Floor, 307 - 315 Cowbridge Road East, Cardiff, CF5 1JD.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity, rounded to the nearest pound.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Restricted funds are subjected to restrictions on their expenditure declared by the donor.

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

'ILS' Database	-	Over the useful economic life of 10 years less 50% residual value

3. Accounting policies *(continued)*

Amortisation *(continued)*

If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment	-	20% p.a. straight line basis
Fixtures & Fittings	-	20% p.a. straight line basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter. There are 9 members of the company.

5. Donations

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
Donations	2,999	–	**2,999**
	2,999	–	**2,999**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations	2,556	–	2,556
	2,556	–	2,556

6. Charitable activities

Direct Payments
In helping to meet the 'Independent Living' needs of disabled people, Diverse Cymru provided a direct payment support service on behalf of West Wales, Newport, Bridgend, Swansea and Gwynedd County Councils to assist service users with all aspects of Direct Payments.

	Restricted Funds £	**Total Funds 2022 £**	Restricted Funds £	Total Funds 2021 £
Policy Training	17,050	**17,050**	14,000	14,000
Policy Management	1,350	**1,350**	3,450	3,450
Social Care Wales - Policy project	–	**–**	6,760	6,760
Creu Cymru /ACW	2,000	**2,000**	5,518	5,518
Cardiff & Vale University Local Health Board Mental Health Grant	66,897	**66,897**	66,597	66,597
Cardiff University SLA	3,835	**3,835**	3,300	3,300
Vale of Glamorgan	21,765	**21,765**	18,041	18,041
Welsh Government Section 64	105,877	**105,877**	97,642	97,642
Welsh Government toolkit	–	**–**	8,594	8,594
Welsh Government - Cultural Competency Certification	65,697	**65,697**	13,508	13,508
Welsh Government - Mental Health Recovery Support Fund	53,197	**53,197**	16,317	16,317
Natural Resources Wales	8,014	**8,014**	1,986	1,986
Swansea University - Equality and Human Rights Research	–	**–**	19,363	19,363
WCVA- Advocacy	26,362	**26,362**	19,773	19,773
HAFAL Newport - Mental Health Project	42,936	**42,936**	28,797	28,797
WG Community Cohesion	12,000	**12,000**	–	–
LHB Additional	7,085	**7,085**	–	–
Marie Curie	1,549	**1,549**	–	–
Mental Health Additional	5,150	**5,150**	–	–
	440,764	**440,764**	323,646	323,646

7. Other income

	Direct Payments	Other Income	Total Unrestricted Funds	Restricted Funds	**Total Funds 2022**
	£	£	£	£	**£**
Service user involvement training	–	–	–	–	–
Other Income	–	2,285	2,285	–	**2,285**
Race Equality Management	–	–	–	–	–
West Wales - Direct Payments	101,041	–	101,041	–	**101,041**
Newport - Direct Payments	31,056	–	31,056	–	**31,056**
Bridgend - Direct Payments	40,270	–	40,270	–	**40,270**
Swansea - Direct Payments	39,812	–	39,812	–	**39,812**
Gwynedd – Direct Payments	45,456	–	45,456	–	**45,456**
	257,635	2,285	259,920	–	**259,920**

	Direct Payments	Other Income	Total Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£	£	£
Service user involvement training	–	2,200	2,200	1,250	3450
Other Income	–	8,835	8,835	–	8,835
Race Equality Management	–	4,812	4,812	–	4,812
West Wales - Direct Payments	971,235	–	971,235	–	971,235
Newport - Direct Payments	31,087	–	31,087	–	31,087
Bridgend - Direct Payments	92,958	–	92,958	–	92,958
Swansea - Direct Payments	–	–	–	–	–
Gwynedd – Direct Payments	–	–	–	–	–
	1,095,280	15,847	1,111,127	1,250	1,112,377

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**
Policy Training	–	–	**–**
Policy Management	–	40,121	**40,121**
Creu Cymru	–	–	**–**
Cardiff and Vale University Health Board Mental Health Grant	–	46,347	**46,347**
Vale of Glamorgan	–	27,575	**27,575**
Welsh Government Section 64	–	81,991	**81,991**
Welsh Government Toolkit	–	5,738	**5,738**
Welsh Government - Mental Health Recovery Support Fund	–	38,707	**38,707**
Welsh Government Cultural Competency Certification	–	56,434	**56,434**
Swansea University - Equality and Human Rights Research	–	–	**–**
Natural Resource Wales	–	883	**883**
HAFAL	–	36,276	**36,276**
Direct Payments - Bridgend	19,659	–	**19,659**
Direct Payments - Newport	31,233	–	**31,233**
Direct Payments - West Wales	992	–	**992**
Direct Payments - Gwynedd	32,601	–	**32,601**
Direct Payments - Swansea	17,724	–	**17,724**
Social Care Wales	–	–	**–**
WCVA - Advocacy	–	24,109	**24,109**
Cardiff University	–	293	**293**
WG Community Cohesion	–	2,400	**2,400**
Mental Health Additional	–	5,150	**5,150**
LHB Additional	–	7,086	**7,086**
Marie Curie	–	487	**487**
Support costs	365,537	–	**365,537**
	467,746	373,597	**841,343**

	Unrestricted Funds	Restricted Funds	Total Funds 2021
Policy Training	–	7,598	7,598
Policy Management	42,872	1,877	44,749
Creu Cymru	–	4,932	4,932
Cardiff and Vale University Health Board Mental Health Grant	–	46,291	46,291
Vale of Glamorgan	–	16,127	16,127
Welsh Government Section 64	–	79,494	79,494
Welsh Government Toolkit	2,400	8,594	10,994
Welsh Government - Mental Health Recovery Support Fund	–	8,619	8,619
Welsh Government Cultural Competency Certification	–	13,508	13,508

8. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds	Restricted Funds	Total Funds 2021
Swansea University - Equality and Human Rights Research	–	10,500	10,500
Natural Resource Wales	–	1,986	1,986
HAFAL	–	24,225	24,225
Direct Payments – Bridgend	26,760	–	26,760
Direct Payments - Newport	28,725	–	28,725
Direct Payments - West Wales	359,817	–	359,817
Direct Payments - Gwynedd	–	–	–
Direct Payments - Swansea	–	–	–
Social Care Wales	–	3,669	3,669
WCVA - Advocacy	–	17,675	17,675
Cardiff University	–	1,793	1,793
WG Community Cohesion	–	–	–
Mental Health Additional	–	–	–
LHB Additional	–	–	–
Marie Curie	–	–	–
Support costs	418,658	78,008	496,666
	879,232	324,896	1,204,128

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	**Total funds 2022 £**	Total fund 2021 £
Policy Training	–	–	–	14,000
Policy Management	40,121	–	**40,121**	46,322
Creu Cymru	–	–	–	5,518
Cardiff and Vale University Health Board Mental Health Grant	46,347	–	**46,347**	67,847
Vale of Glamorgan	27,575	–	**27,575**	18,041
Welsh Government Section 64	81,991	–	**81,991**	97,642
Welsh Government Toolkit	5,738	–	**5,738**	10,994
Welsh Government - Mental Health Recovery Support Fund	38,707	–	**38,707**	16,317
Welsh Government Cultural Competency Certification	56,434	–	**56,434**	13,508
Swansea University - Equality and Human Rights Research	–	–	–	19,363
Natural Resource Wales	883	–	**883**	1,986
HAFAL	36,276	–	**36,276**	28,797
Direct Payments – Bridgend	19,659	–	**19,659**	26,760
Direct Payments - Newport	31,233	277,137	**31,233**	28,725
Direct Payments - West Wales	992	88,400	**89,392**	493,063
Direct Payments - Gwynedd	32,601	–	**32,601**	–
Direct Payments - Swansea	17,724	–	**17,724**	–
Social Care Wales	–	–	–	6,760
WCVA - Advocacy	24,109	–	**24,109**	19,773
Cardiff University	293	–	**293**	3,300

9. Expenditure on charitable activities by activity type (continued)

	Activities undertaken directly	Support costs	**Total funds 2022**	Total fund 2021
	£	£	**£**	£
WG Community Cohesion	2,400	–	**2,400**	–
Mental Health Additional	5,150	–	**5,150**	–
LHB Additional	7,086	–	**7,086**	–
Marie Curie	487	–	**487**	–
Central Costs	–	–	**–**	285,412
	475,806	365,537	**841,343**	1,204,128

10. Analysis of support costs

	Direct Payments West Wales	Central Costs	**Total 2022**	Total 2021
	£	£	**£**	£
Staff costs	77,792	142,229	**220,021**	355,009
Premises	–	39,545	**39,545**	38,738
Communications and IT	2,582	17,494	**20,076**	20,587
Finance costs	632	1,658	**2,290**	1,792
Governance costs	5,789	45,823	**51,612**	41,681
Other office costs	1,605	26,254	**27,859**	31,208
Activities	–	–	**–**	1,286
Depreciation	–	4,134	**4,134**	6,365
	88,400	277,137	**365,537**	496,666

11. Net (expenditure)/income

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

	2022	2021
	£	£
Amortisation of ILS database	**2,784**	2,784
Depreciation of tangible fixed assets	**1,350**	3,581
Auditors remuneration	**6,696**	6,258

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	**570,312**	869,858
Social security costs	**46,238**	59,336
Employer contributions to pension plans	**12,479**	20,440
	629,029	949,634

12. Staff costs *(continued)*

The average head count of employees during the year was 25 (2021: 40). The average number of full time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff	**22**	37

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

13. Trustee remuneration and expenses

No trustee received any remuneration during the year (2021: £nil).

All trustees are entitled to claim expenses for attending meetings, two trustees claimed a total of £268 in respect of meeting expenses (2021: £50).

14. Transfers between funds

There were nil transfers between funds during the year (2021: £75,449).

15. Intangible assets

	ILS Database
	£
Valuation	
At 1 April 2021 and 31 March 2022	**55,797**
Amortisation	
At 1 April 2021	**17,243**
Charge for the year	**2,784**
At 31 March 2022	**20,027**
Carrying amount	
At 31 March 2022	**35,770**
At 31 March 2021	38,554

16. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Equipment £	**Total £**
Cost				
At 1 April 2021	5,307	14,939	89,225	**109,471**
Additions	–	–	7,753	**7,753**
At 31 March 2022	5,307	14,939	96,978	**117,224**
Depreciation				
At 1 April 2021	5,307	14,939	87,358	**107,604**
Charge for the year	–	–	1,350	**1,350**
At 31 March 2022	5,307	14,939	88,708	**108,954**
Carrying amount				
At 31 March 2022	–	–	8,270	**8,270**
At 31 March 2021	–	–	1,867	1,867

17. Debtors

	2022 £	2021 £
Trade debtors	**191,089**	220,157
Prepayments and accrued income	**7,367**	7,710
	198,456	227,867

18. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	**8,611**	9,652
Deferred income	**61,815**	28,385
Accruals	**66,349**	62,165
Social security and other taxes	**11,981**	15,506
Other creditors	**–**	20,588
	148,756	136,296

19. Deferred income

	2022 £	2021 £
At 1 April 2021	**28,385**	1,500
Amount released to income	**(28,385)**	(1,500)
Amount deferred in year	**61,815**	28,385
At 31 March 2022	**61,815**	28,385

19. Deferred income *(continued)*

Grant funding included within Deferred income and accruals as at 31 March 2022:

	£
LHB Additional	**17,915**
Mental Health Additional	**11,850**
Welsh Government Cultural Competency Certification	**13,459**
HAFAL	**11,461**
Cardiff University	**1,665**
BME	**3,450**
Marie Curie	**2,015**
	61,815

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,479 (2021: £20,440).

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021	Income	Expenditure	Transfers	**At 31 March 2022**
	£	£	£	£	**£**
General funds	735,562	262,919	(467,746)	–	**530,735**
	735,562	262,919	(467,746)	–	**530,735**

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
General funds	425,662	1,113,683	(879,232)	75,449	735,562
	425,662	1,113,683	(879,232)	75,449	735,562

21. Analysis of charitable funds

Restricted funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	**At 31 March 2022 £**
Welsh Government - Section 64	–	105,877	(81,991)	–	**23,886**
Vale of Glamorgan	–	21,765	(27,575)	–	**(5,810)**
Mental Health Additional	–	5,150	(5,150)	–	**–**
LHB Additional	–	7,085	(7,086)	–	**(1)**
Social Care Wales	–	–	–	–	**–**
Cardiff University	–	3,835	(293)	–	**3,542**
Creu Cymru	–	2,000	–	–	**2,000**
Policy Management	–	1,350	(40,121)	–	**(38,771)**
Policy Training	–	17,050	–	–	**17,050**
Welsh Government Cultural Competency Certification	–	65,697	(56,434)	–	**9,263**
Swansea University - Equality and Human Rights Research	–	–	–	–	**–**
Natural Resource Wales	–	8,014	(883)	–	**7,131**
HAFAL Newport Mental Health Project	–	42,936	(36,276)	–	**6,660**
Cardiff and Vale University Health Board - Mental Health Grant	–	66,897	(46,347)	–	**20,550**
Welsh Government Mental Health Recovery Support Fund	–	53,197	(38,707)	–	**14,490**
WCVA - Advocacy	–	26,362	(24,109)	–	**2,253**
WG Toolkit	–	–	(5,738)	–	**(5,738)**
Marie Curie	–	1,549	(487)	–	**1,062**
WG Community Cohesion	–	12,000	(2,400)	–	**9,600**
	–	440,764	(373,597)	–	**67,167**

21. Analysis of charitable funds *(continued)*

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Welsh Government - Section 64	37,179	97,642	(97,642)	(37,179)	–
Vale of Glamorgan	–	18,041	(18,041)	–	–
Mental Health Additional	–	–	–	–	–
LHB Additional	–	–	–	–	–
Social Care Wales	–	6,760	(6,760)	–	–
Cardiff University	–	3,300	(3,300)	–	–
Creu Cymru	–	5,518	(5,518)	–	–
Policy Management	–	3,450	(3,450)	–	–
Policy Training	–	14,000	(14,000)	–	–
Welsh Government Cultural Competency Certification	–	13,508	(13,508)	–	–
Swansea University - Equality and Human Rights Research	–	19,363	(19,363)	–	–
Natural Resource Wales	–	1,986	(1,986)	–	–
HAFAL Newport Mental Health Project	–	28,797	(28,797)	–	–
Cardiff and Vale University Health Board - Mental Health Grant	38,270	67,847	(67,847)	(38,270)	–
Welsh Government Mental Health Support Fund	–	16,317	(16,317)	–	–
WCVA - Advocacy	–	19,773	(19,773)	–	–
WG Toolkit	–	8,594	(8,594)	–	–
Marie Curie	–	–	–	–	–
WG Community Cohesion	–	–	–	–	–
	75,449	324,896	(324,896)	(75,449)	–

21. Analysis of charitable funds *(continued)*

Welsh Government Section 64 third sector mental health grant - All-Wales mental Health Project that focuses on representing the views, opinions and experiences of ethnic minority adults with mental ill-health to policy makers and practitioners at a strategic level.

Vale of Glamorgan Independent Professional Advocacy service to disabled adults.

Mental health awareness raising to schoolchildren in Key Stages 2 and 3, and young people up to 25 years old in Cardiff, Newport, Swansea and Wrexham with a focus on supporting ethnic minority children and young people.

Creu Cymru - The project now known as Hynt will enable disabled customers and their carers to access consistent concessions when purchasing tickets across all theatres and arts centres in Wales. The developed scheme rolled out nationally, will act as a catalyst and valuable tool for audience development across the venue network.

Strenthening and Advancing Equality and Human Rights in Wales research and policy project - Partnership with Swansea and Bangor Universities. Funded research for Welsh Government.

Natural Resources Wales - Equality, Diversity and Inclusion research and consultancy project, including staff and stakeholder engagement.

Adfeiriad (formerly Hafal) - Partnership with Adfeiriad to provide commissioned services for Aneurin Bevan UHB. Providing mental health 'Recovery Workers' to ensure culturally competence mental health support.

WCVA Advocacy project - Grant funded by WCVA to provide a community advocacy service, supporting people across Wales on a range of issues.

Welsh Government Mental Health Recovery Support Fund - Grant providing an all-Wales mental health support and engagement project with activities run throughout the week online as well as one to one telephone support in a range of languages.

22. Analysis of net assets between funds

	Unrestricted Funds £	**Total Funds 2022 £**
ILS Database	35,770	**35,770**
Tangible fixed assets	8,270	**8,270**
Current assets	553,862	**553,862**
Net assets	597,902	**597,902**

	Unrestricted Funds £	Total Funds 2021 £
ILS Database	38,554	38,554
Tangible fixed assets	1,867	1,867
Current assets	695,141	695,141
Net assets	735,562	735,562

23. Funds received as agent or held as custodian trustee

At the year end the charity held the following amounts as custodian trustee on behalf of the Managed Payments Scheme:

	2022 £	2021 £
Carmarthenshire County Council	**–**	27
Ceredigion County Council	**–**	2,760
Bridgend County Council	**–**	671,003
Newport City Council	**275,285**	272,938
Pembrokeshire County Council	**–**	42
Swansea City Council	**836,304**	–
Gwynedd County Council	**563,698**	–
Other	**19,105**	3,990

24. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	**At 31 Mar 2022 £**
Cash at bank and in hand	603,570	(99,408)	**504,162**

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	**35,000**	35,000
Later than 1 year and not later than 5 years	**15,048**	–
Later than 5 years	**–**	13,056
	50,048	48,056

26. Limitation of auditors liability

By way of a members' resolution dated 18th November 2021, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

DIVERSE EXCELLENCE CYMRU

England & Wales - Charity number 1142159

Accounts

COMPANY REGISTRATION NUMBER: 7058600
CHARITY REGISTRATION NUMBER: 1142159

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

31 March 2021

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

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Diverse Excellence Cymru Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name	Diverse Excellence Cymru Limited
Charity registration number	1142159
Company registration number	7058600
Principal office and registered office	Alexandra House 3rd Floor 307 - 315 Cowbridge Road East Cardiff CF5 1JD

The trustees

Ms J Jones (Francois)	
Mr J Williams	
Mr B Coates	
Ms H Dodoo	
Ms R Gibson	
Mr P Majithia	(Appointed 28 September 2021)
Ms L Perry	(Appointed 28July 2020)
Ms H Roberts	(Appointed 28July 2020)
Ms E Aure	(Resigned 27 July 2021)
Mr A Quinn Aziz	(Resigned 10 November 2020)
Ms S Rees	(Appointed 28July 2020 Resigned 27July 2021)

Auditor	Jonathan Rhodes BSc BFP FCA Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF

Structure, governance and management

Governing Document
The organisation was formed as a company limited by guarantee and is governed by the Memorandum and Articles of Association. It was incorporated on 27th October 2009, registered as a Charity on 22nd February 2011 and started to operate on 1st April 2011.

This followed the amalgamation of two existing organisations, being Awetu and the Cardiff & Vale Coalition for Disabled People. Awetu ('Our Unity' in Swahili) was a registered charity set up in 1988 as a result of the growing concern among a number of professional workers at the over representation of black clients within the mental health services and the need to improve the sensitivity of these services to black people 's needs.

Cardiff & Vale Coalition for Disabled People, a Company Limited by guarantee, was created in 1991. It was established from the outset as an organisation for disabled people that could challenge barriers; bring disabled people together to campaign on relevant issues such as education, employment, housing, transport and strengthen the voices of disabled people in the community and in decision making.

Recruitment
The Directors also serve as Trustees of the Charity. Trustees can be voted for at the Annual General Meeting or can be co-opted by the Board of Trustees at any time.

Trustee Induction and Training
The charity has a comprehensive induction training programme. Following the initial induction a range of training opportunities are provided with particular regard to governance.

Risk Review
All major risks to which the Charity becomes exposed to, are identified by the Trustees these are reviewed and systems or procedures established to manage those risks

The following key principles outline Diverse Cymru's approach to risk management and internal control:

- The Board of Trustees has responsibility for overseeing risk management within Diverse Cymru as a whole.
- A risk register is maintained and updated as required.
- An open and receptive approach to solving risk problems is adopted by the Board of Trustees.
- The CEO and Senior Management Team (SMT) offer support, advice and implement policies and procedures agreed by the Board of Trustees.
- Diverse Cymru recognises prudent disclosure of financial and non-financial implications of risks.
- The Trustees, CEO, SMT and other key staff are responsible for encouraging good risk management practice within their areas of work.

Organisational structure

The Board of Trustees has strategic oversight, in line with charity law. The CEO is ex officio member of the Board by virtue of their role as Secretary and are supported by SMT in the administration of the operational responsibility for the charity.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT
The Charity's objects are specifically restricted to promote equality and diversity for the benefit of the public by seeking to eliminate discrimination in all its forms, in particular but not exclusively, by the provision of advice, information and training.

Diverse Cymru's vision is 'a world without prejudice or discrimination, where every person is equal and diversity is celebrated'.

Our mission is to eliminate discrimination and inequality in Wales. We will do this through:

Provision - Delivering services that reduce inequality;

Promotion - Increasing awareness of equality issues;

Participation - Enabling people affected by inequality to engage and speak for themselves;

Inspiring action - Motivating people to take action against inequality.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

COMPANY REGISTRATION NUMBER: 7058600
CHARITY REGISTRATION NUMBER: 1142159

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

31 March 2021

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

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Diverse Excellence Cymru Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name	Diverse Excellence Cymru Limited
Charity registration number	1142159
Company registration number	7058600
Principal office and registered office	Alexandra House 3rd Floor 307 - 315 Cowbridge Road East Cardiff CF5 1JD

The trustees

Ms J Jones (Francois)	
Mr J Williams	
Mr B Coates	
Ms H Dodoo	
Ms R Gibson	
Mr P Majithia	(Appointed 28 September 2021)
Ms L Perry	(Appointed 28July 2020)
Ms H Roberts	(Appointed 28July 2020)
Ms E Aure	(Resigned 27 July 2021)
Mr A Quinn Aziz	(Resigned 10 November 2020)
Ms S Rees	(Appointed 28July 2020 Resigned 27July 2021)

Auditor	Jonathan Rhodes BSc BFP FCA Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF

Structure, governance and management

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Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

In the year to 31 March 2021, Diverse Cymru has continued on its journey to provide high quality services that make a real difference to the lives of the people who we support. COVID-19 has presented significant challenges to the organisation, restructuring our services and operations to deliver fully remote services ensuring that we continue to support people across Wales.

During this period, the demand for many of our services increased and changed due in part to the isolating nature of the necessary social restrictions on all citizens.

It is in this time that we have expanded our Advocacy service to include a community advocacy telephone and digital service to clients in Cardiff and the Vale of Glamorgan, funded by the WCVA.

Our Mental Health Support services to Black, Asian and minority ethnic people expanded in this time with an online recovery support programme providing telephone and online support and wellbeing activities to people across Wales, funded by Welsh Government.

In recognition of its commitment to the organisation's

Engagement with diverse people across Wales took place during the year. Early in the first lockdown period, the organisation delivered a programme of online engagement events focusing on the experiences of diverse people during the period, talking to people across the country. As part of the Welsh Government's Race Equality Action Plan engagement programme, we held conversations with the people we support about their experiences of racial equality and inequalities particularly accessing services.

The organisation, led by a Senior Management Team and two Acting Joint CEOs maintained our high standards of service delivery to all our customers under particularly difficult circumstances, working hard to ensure continuity of services and growth.

We must congratulate all staff for their dedication and commitment ensuring we never lost sight of what really matters, the people who use our services. As you can see from the following overview, we have been successful in delivering positive results in all areas of our operation. We would like to take this opportunity to thank all the staff, trustees, volunteers, clients and service partners for their support, ensuring this year ended with a positive outcome for the future, particularly during this time.

Advocacy
Working under the Social Care and Wellbeing (Wales) Act 2014, Diverse Cymru provides a free and Independent Professional Advocacy (IPA) service for disabled users of Adult Social Services who are resident in the Vale of Glamorgan, commissioned by the Council. During this year we secured additional funding from the WCVA to provide a community advocacy service to clients in Cardiff and the Vale of Glamorgan.

Direct Payments
Direct payments are an alternative to having support arranged directly by social services and provide people with choice, voice and control over the care that they receive, as identified in the Social Services and Wellbeing (Wales) Act 2014. Diverse Cymru support disabled people and carers to achieve this control in 5 counties across Wales.

This is the final year that Diverse Cymru delivers a full DP support service to the 3 West Wales counties of Ceredigion, Carmarthenshire and Pembrokeshire. A full support service is also provided in Bridgend and a payroll and managed accounts service is delivered in Newport. In total, the organisation supports close to 2,000 people to manage their direct payments in Wales.

Achievements and performance *(continued)*

BME Mental Health Recovery Project
Commissioned by the Cardiff and Vale University Health Board, Diverse Cymru provides support, befriending and advice to Black and Minority Ethnic (BME) people in Cardiff and the Vale of Glamorgan who are affected by mental ill health. During this year we worked with clients both remotely and face to face (when possible) through an individual recovery plan, collaborating to identify individual goals and ideal paths to recovery, and provide essential support in the community and a befriending service. Towards the end of this year we started to deliver a counselling service working with our clients towards their mental health recovery.

BME Mental Health All Wales Projects
Funded by Welsh Government through a Section 64 Grant.

Activities continued into ensuring that the views and experiences of people from Black, Asian and minority ethnic backgrounds are considered at a policy level in Wales. These were:

BME Mental Health Workplace Good Practice Certification Scheme
This is the first of its kind in the UK and is endorsed by Royal College of Psychiatrists in Wales and accredited by the United Kingdom Investors in Equality and Diversity. This year our ground breaking scheme continued to work with all 7 Welsh Health Boards, Public Health Wales and third sector providers, to improve the accessibility and quality of social care and mental health services and ensure cultural competency.

BAME Dementia Project
Recognising that there is a lack of specific information/services on and for people from Black, Asian and minority ethnic backgrounds with dementia and their carers and families in Wales activities continued to highlight this area at a policy level and develop proposals for engagement and research.

Hype Cymru
Our HYPE Cymru project (Helping Young People through Empowerment) continued to engage with ethnic minority children and young people across Wales, taking activities online and developing additional approaches to talking about mental health.
Support packs with wellbeing activities were developed and posted to people referred into the project to help with their social isolation. Online activities included yoga and mindfulness with Green Prescription activities taking place in line with social distancing rules.

Policy, Engagement and Training
Diverse Cymru has a proven track-record of understanding the experiences of multi-characteristic individuals and communities. The provision of a training and consultancy service contributes to the organisation's profile and reputation as experts in the elimination of discrimination and inequality and to directly improving the experiences of people affected by inequality in Wales. During this year, the expertise of this department was in increasing demand providing specialist equality training to a wide range of public, third and private sector organisations across Wales.

Diverse Cymru also has a proven track-record of delivering high-quality specialist equality and diversity research and engagement. The provision of this service contributes to ensuring that the voices of people affected by inequality are heard and acted upon by decision-makers. In this year, the department completed a partnership with Swansea University and Bangor University on the 'Strengthening and Advancing Equality and Human Rights in Wales' report for Welsh Government, engaging and speaking with people across Wales.

Other work included engagement with people who use our services on the Welsh Government's Race Equality Action Plan.

Finally towards the end of the year, Diverse Cymru developed its own Manifesto calling for a 'Fair and Equal Wales' during the 2021 Senedd election.

Diverse Cymru's 'Manifesto for a fair and equal Wales' calls for action in 6 key areas:

- Enshrine human rights and equality for all in Welsh law, policy and action
- Health and social care must provide an integrated, seamless service, which actively recognises and accounts for each individual's views, wishes, and circumstances
- Build back better as we recover from COVID-19
- All transport must be accessible, safe, and inclusive
- All information must be accessible and inclusive
- Positive action for increased representation of all under-represented groups and involvement of diverse people

Financial review

Results for the year
This is the ninth year of operation for the Charity during which the organisation has continued to grow with a surplus of £234,451 increase in the Incoming Resources.

The average number of employees, calculated on the basis of full time equivalents, has decreased from 38 to 37

Reserves Policy
The Board of Trustees believes that the Charity requires a sufficient level of reserves to cover the on-going work of the Charity and its administrative functions. At this point there are insufficient reserves to cover unexpected occurrences. The Board aims to maintain six months running costs in order to ensure continued operation and appropriate cash flow management.

Unrestricted funds stand at £735,562.

The Trustees regard the on-going review of the reserves policy as part of managing the Charity. The operating results are identified and reported upon bi-monthly. On completion of the Audit of the Annual Accounts unrestricted funds are identified and analysed. The reserves policy is then reviewed by the Board of Trustees as part of the Charity's strategic planning process. The review ensures that the policy is still relevant as the Charity develops, changes and implements its strategy.

Principle Funding
The principle funding of the Charity is through the Direct Payments operations for £1,095,280. The organisation is looking at developing the provision of our services throughout the rest of Wales.

Material Investments Policy
The Bank Account is reviewed daily. At present the Charity does not consider it self to have sufficient funds to invest elsewhere and receive a beneficial return. This however is a matter which is continually under review.

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report and the strategic report were approved on 23/11/21 and signed on behalf of the board of trustees by:

.....
Mr J Williams
Trustee

.....
Ms J Jones (Francois)
Trustee

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited

Year ended 31 March 2021

Opinion

We have audited the financial statements of Diverse Excellence Cymru Limited (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business
- Considering the effect on risk to the company of the Covid-19 pandemic and the Uk's departure from the EU. In particular to note whether any such issues would affect the company's ability to continue to trade.

Through these procedures, we did not become aware of actual or suspected non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2021

	Note	Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
Income and endowments					
Donations and legacies	**5**	2,556	–	**2,556**	994
Charitable activities	**6**	–	323,646	**323,646**	267,746
Other Income	**7**	15,847	1,250	**17,097**	4,542
Direct Payments	**7**	1,095,280	–	**1,095,280**	1,043,802
Total income		1,113,683	324,896	**1,438,579**	1,317,084
Expenditure					
Expenditure on charitable activities	**8,9**	879,232	324,896	**1,204,128**	1,178,773
Total expenditure		879,232	324,896	**1,204,128**	1,178,773
Net income		234,451	–	**234,451**	138,311
Transfers between funds	**14**	75,449	(75,449)	–	–
Net movement in funds		309,900	(75,449)	**234,451**	138,311
Reconciliation of funds					
Total funds brought forward	**20**	425,662	75,449	**501,111**	362,800
Total funds carried forward		735,562	–	**735,562**	501,111

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 16 to 31 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

	Note	2021 £	£	2020 £
Fixed assets				
ILS Database	**15**		**38,554**	41,338
Tangible fixed assets	**16**		**1,867**	5,448
			40,421	46,786
Current assets				
Debtors	**17**	**227,867**		138,554
Cash at bank and in hand		**603,570**		377,271
		831,437		515,825
Creditors: amounts falling due within one year	**18**	**136,296**		61,500
Net current assets			**695,141**	454,325
Total assets less current liabilities			**735,562**	501,111
Net assets			**735,562**	501,111
Funds of the charity				
Restricted funds			–	75,449
Unrestricted funds			**735,562**	425,662
Total charity funds	**20**		**735,562**	501,111

These financial statements were approved by the board of trustees and authorised for issue on ..23/11/21.. and are signed on behalf of the board by:

Mr J Williams
Trustee

Ms J Jones (Francois)
Trustee

The notes on pages 16 to 31 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income	**234,451**	138,311
Adjustments for:		
Depreciation of tangible fixed assets	**3,581**	9,011
Amortisation of ILS Database	**2,784**	2,790
Interest payable and similar charges	**9,850**	8,156
Accrued expenses/(income)	**90,006**	(13,466)
Changes in:		
Trade and other debtors	**(131,535)**	31,876
Trade and other creditors	**27,012**	(12,023)
Cash generated from operations	**236,149**	164,655
Interest paid	**(9,850)**	(8,156)
Net cash from operating activities	**226,299**	156,499
Net increase in cash and cash equivalents	**226,299**	156,499
Cash and cash equivalents at beginning of year	**377,271**	220,772
Cash and cash equivalents at end of year	**603,570**	377,271

The notes on pages 16 to 31 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Alexandra House, 3rd Floor, 307 - 315 Cowbridge Road East, Cardiff, CF5 1JD.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis

The financial statements are prepared in sterling rounded to the nearest pound, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

The Covid-19 pandemic has had a major impact on the UK in very many ways. The charity has taken all necessary steps to allow it to operate.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

'ILS' Database	-	Over the useful economic life of 10 years less 50% residual value

3. Accounting policies *(continued)*

Amortisation *(continued)*

If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment	-	20% p.a. straight line basis
Fixtures & Fittings	-	20% p.a. straight line basis

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter. There are 9 members of the company.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Donations	2,556	–	**2,556**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations	994	–	994

6. Charitable activities

Direct Payments
In helping to meet the 'Independent Living' needs of disabled people, Diverse Cymru provides a direct payment support service on behalf of Carmarthenshire, Ceredigion, Pembrokeshire, Bridgend County Councils and Newport City Council to assist service users with all aspects of Direct Payments.

	Restricted Funds £	**Total Funds 2021 £**	Restricted Funds £	Total Funds 2020 £
Policy Training	14,000	**14,000**	12,702	12,702
Policy Management	3,450	**3,450**	36,864	36,864
Social Care Wales - Policy project	6,760	**6,760**	–	–
Creu Cymru /ACW	5,518	**5,518**	5,518	5,518
Cardiff & Vale University Local Health Board Mental Health Grant	66,597	**66,597**	66,597	66,597
Cardiff University SLA	3,300	**3,300**	–	–
Vale of Glamorgan	18,041	**18,041**	17,515	17,515
Welsh Government Section 64	97,642	**97,642**	98,339	98,339
Welsh Government toolkit	8,594	**8,594**	9,646	9,646
Welsh Government - Cultural Competency Certification	13,508	**13,508**	–	–
Welsh Government - Mental Health Recovery Support Fund	16,317	**16,317**	–	–
Wales Public Body Equality	–	–	5,200	5,200
Natural Resources Wales	1,986	**1,986**	–	–
Swansea University - Equality and Human Rights Research	19,363	**19,363**	–	–
WCVA- Advocacy	19,773	**19,773**	–	–
HAFAL Newport - Mental Health Project	28,797	**28,797**	–	–
Data Cymru - SHEP	–	–	10,850	10,850
Dementia Friendly Communities	–	–	4,515	4,515
	323,646	**323,646**	267,746	267,746

7. Other income

	Direct Payments £	Other Income £	Total Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
Service user involvement training	–	2,200	2,200	1,250	**3,450**
Other Income	–	8,835	8,835	–	**8,835**
Race Equality Management	–	4,812	4,812	–	**4,812**
West Wales - Direct Payments	971,235	–	971,235	–	**971,235**
Newport - Direct Payments	31,087	–	31,087	–	**31,087**
Bridgend - Direct Payments	92,958	–	92,958	–	**92,958**
	1,095,280	15,847	1,111,127	1,250	**1,112,377**

7. Other income *(continued)*

	Direct Payments	Other Income	Total Unrestricted Funds	Restricted Funds	**Total Funds 2020**
	£	£	£	£	**£**
Service user involvement training	–	2,695	2,695	–	**2,695**
Other Income	–	633	633	1,214	**1,847**
Race Equality Management	–	–	–	–	**–**
West Wales - Direct Payments	932,923	–	932,923	–	**932,923**
Newport - Direct Payments	38,928	–	38,928	–	**38,928**
Bridgend - Direct Payments	71,951	–	71,951	–	**71,951**
	1,043,802	3,328	1,047,130	1,214	**1,048,344**

8. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	**Total Funds 2021**
	£	£	**£**
Policy Training	–	7,598	**7,598**
Policy Management	42,872	1,877	**44,749**
Creu Cymru	–	4,932	**4,932**
Cardiff and Vale University Health Board Mental Health Grant	–	46,291	**46,291**
Vale of Glamorgan	–	16,127	**16,127**
Welsh Government Section 64	–	79,494	**79,494**
Welsh Government Toolkit	2,400	8,594	**10,994**
Welsh Government – Mental Health Recovery Support Fund	–	8,619	**8,619**
Welsh Government Cultural Competency Certification	–	13,508	**13,508**
Wales Public Body Equality	–	–	**–**
Data Cymru /SHEP	–	–	**–**
Dementia Friendly Communities	–	–	**–**
Swansea University – Equality and Human Rights Research	–	10,500	**10,500**
Natural Resource Wales	–	1,986	**1,986**
HAFAL Newport	–	24,225	**24,225**
EHRC PSED	–	–	**–**
Training	–	–	**–**
Direct Payments - Bridgend	26,760	–	**26,760**
Direct Payments - Newport	28,725	–	**28,725**
Direct Payments - West Wales	359,817	–	**359,817**
Fundraising and Projects	–	–	**–**
Social Care Wales	–	3,669	**3,669**
WCVA Advocacy	–	17,675	**17,675**
Cardiff University	–	1,793	**1,793**
Support costs	418,658	78,008	**496,666**
	879,232	324,896	**1,204,128**

8. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Policy Training	–	16,484	16,484
Policy Management	–	34,325	34,325
Creu Cymru	–	5,518	5,518
Cardiff and Vale University Health Board Mental Health Grant	–	47,709	47,709
Vale of Glamorgan	–	26,077	26,077
Welsh Government Section 64	–	80,305	80,305
Welsh Government Toolkit	–	9,646	9,646
Welsh Government Mental Health Support Fund	–	–	–
Welsh Government Cultural Competency Certification	–	–	–
Wales Public Body Equality	–	5,200	5,200
Data Cymru /SHEP	–	10,850	10,850
Dementia Friendly Communities	–	4,515	4,515
Swansea University – Equality and Human Rights Research	–	–	–
Natural Resource Wales	–	–	–
HAFAL Newport	–	–	–
EHRC PSED	–	6,378	6,378
Training	1,981	–	1,981
Direct Payments - Bridgend	45,422	–	45,422
Direct Payments Newport	29,530	–	29,530
Direct Payments - West Wales	528,043	–	528,043
Fundraising and projects	18,934	–	18,934
Social Care Wales	–	–	–
WCVA Advocacy	–	–	–
Cardiff University	–	–	–
Support costs	307,856	–	307,856
	931,766	247,007	1,178,773

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	**Total funds 2021**	Total fund 2020
	£	£	£	£
Policy Training	7,598	6,402	**14,000**	16,484
Policy Management	44,749	1,573	**46,322**	34,325
Creu Cymru	4,932	586	**5,518**	5,518
Cardiff and Vale University Health Board Mental Health Grant	46,291	21,556	**67,847**	47,709
Vale of Glamorgan	16,127	1,914	**18,041**	26,077
Welsh Government Section 64	79,494	18,148	**97,642**	80,305
Welsh Government Toolkit	10,994	–	**10,994**	9,646
Welsh Government – Mental Health Recovery Support Fund	8,619	7,698	**16,317**	–
Welsh Government Cultural Competency Certification	13,508	–	**13,508**	–
Wales Public Body Equality	–	–	–	5,200
Data Cymru /SHEP	–	–	–	10,850
Dementia Friendly Communities	–	–	–	4,515
Swansea University – Equality and Human Rights Research	10,500	8,863	**19,363**	–
Natural Resource Wales	1,986	–	**1,986**	–
HAFAL Newport	24,225	4,572	**28,797**	–
EHRC PSED	–	–	–	6,378
Training	–	–	–	1,981
Direct Payments - Bridgend	26,760	–	**26,760**	45,422
Direct Payments Newport	28,725	–	**28,725**	29,530
Direct Payments - West Wales	359,817	133,246	**493,063**	528,043
Funding & Project Management	–	–	–	55,570
Social Care Wales	3,669	3,091	**6,760**	–
WCVA Advocacy	17,675	2,098	**19,773**	–
Cardiff University	1,793	1,507	**3,300**	–
Central Costs	–	285,412	**285,412**	271,220
	707,462	496,666	**1,204,128**	1,178,773

10. Analysis of support costs

	Hafal Newport	Social Care Wales	WCVA Advocacy	Vale of Glamorgan	Creu Cymru	Welsh Government Section 64	Direct Payments West Wales	Central costs
	£	£	£	£	£	£	£	£
Staff costs	4,572	3,091	2,098	1,914	586	18,148	123,858	153,143
Premises	–	–	–	–	–	–	–	38,738
Communications and IT	–	–	–	–	–	–	3,919	16,668
Finance costs	–	–	–	–	–	–	1,370	422
Governance costs	–	–	–	–	–	–	2,005	39,676
Other office costs	–	–	–	–	–	–	2,094	29,114
Travel costs	–	–	–	–	–	–	–	–
Activities	–	–	–	–	–	–	–	1,286
Depreciation	–	–	–	–	–	–	–	6,365
	4,572	3,091	2,098	1,914	586	18,148	133,246	285,412

10. Analysis of support costs (continued)

	Training	Policy Management	Equality and Human Rights Research	Cardiff University	Welsh Government Mental Health Recovery Fund	Cardiff and Vale University Health Board-Mental Health Grant	**Total 2021**	Total 2020
	£	£	£	£	£	£	**£**	£
Staff costs	6,402	1,573	8,863	1,507	7,698	21,556	**355,009**	182,396
Premises	–	–	–	–	–	–	**38,738**	37,948
Communications and IT	–	–	–	–	–	–	**20,587**	20,135
Finance costs	–	–	–	–	–	–	**1,792**	1,472
Governance costs	–	–	–	–	–	–	**41,681**	52,162
Other office costs	–	–	–	–	–	–	**31,208**	19,879
Travel costs	–	–	–	–	–	–	**–**	–
Activities	–	–	–	–	–	–	**1,286**	997
Depreciation	–	–	–	–	–	–	**6,365**	11,801
	6,402	1,573	8,863	1,507	7,698	21,556	**496,666**	307,856

11. Net income

Net income is stated after charging/(crediting):

	2021	2020
	£	£
Amortisation of ILS database	**2,784**	2,790
Depreciation of tangible fixed assets	**3,581**	9,011
Auditors Remuneration	**6,258**	6,072

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	**869,858**	809,366
Social security costs	**59,336**	67,080
Employer contributions to pension plans	**20,440**	18,365
	949,634	894,811

The average head count of employees during the year was 40 (2020: 41). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff	**37**	38

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

13. Trustee remuneration and expenses

No trustee received any remuneration during the year (2020: £nil).

All trustees are entitled to claim expenses for attending meetings, one trustee claimed £50 in respect of Association of Chairs subscription (2020: £19).

14. Transfers between funds

There were £75,449 transfers between funds during the year reapportioning earlier year unrestricted funds (2020: £4,819).

15. Intangible assets

	ILS Database
	£
Cost	
At 1 April 2020 and 31 March 2021	**55,797**
Amortisation	
At 1 April 2020	**14,459**
Charge for the year	**2,784**
At 31 March 2021	**17,243**
Carrying amount	
At 31 March 2021	**38,554**
At 31 March 2020	41,338

16. Tangible fixed assets

	Leasehold property £	Fixtures and fittings £	Equipment £	**Total £**
Cost				
At 1 April 2020 and 31 March 2021	5,307	14,939	89,225	**109,471**
Depreciation				
At 1 April 2020	5,307	14,939	83,777	**104,023**
Charge for the year	–	–	3,581	**3,581**
At 31 March 2021	5,307	14,939	87,358	**107,604**
Carrying amount				
At 31 March 2021	–	–	1,867	**1,867**
At 31 March 2020	–	–	5,448	5,448

17. Debtors

	2021 £	2020 £
Trade debtors	**220,157**	80,246
Prepayments and accrued income	**7,710**	58,308
	227,867	138,554

18. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	**9,652**	2,200
Accruals and deferred income	**90,550**	42,767
Social security and other taxes	**15,506**	16,533
Other creditors	**20,588**	–
	136,296	61,500

19. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £20,440 (2020: £18,365).

20. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	**At 31 March 2021 £**
General funds	425,662	1,113,683	(879,232)	75,449	**735,562**

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	**At 31 March 2020 £**
General funds	314,123	1,048,124	(931,766)	(4,819)	425,662

20. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Welsh Government - Section 64	37,179	97,642	(97,642)	(37,179)	–
Vale of Glamorgan	–	18,041	(18,041)		–
Cardiff University	–	3,300	(3,300)	–	–
Creu Cymru	–	5,518	(5,518)	–	–
Swansea University – Equality and Human Rights Research	–	19,363	(19,363)	–	–
Natural Resource Wales	–	1,986	(1,986)	–	–
HAFAL Newport	–	28,797	(28,797)	–	–
Cardiff and Vale University Health Board - Mental Health Grant	38,270	67,847	(67,847)	(38,270)	–
Welsh Government – Mental Health Recovery Support Fund	–	16,317	(16,317)	–	–
WCVA - Advocacy	–	19,773	(19,773)	–	–
Dementia friendly communities	–	–	–	–	–
Welsh Government Toolkit	–	8,594	(8,594)	–	–
Wales Public Body Equality	–	–	–	–	–
Data Cymru	–	–	–	–	–
PSED (EHRC)	–	–	–	–	–
Policy Training	–	14,000	(14,000)	–	–
Policy Management	–	3,450	(3,450)	–	–
Social Care Wales	–	6,760	(6,760)	–	–
Welsh Government Cultural Competency Certification	–	13,508	(13,508)	–	–
	75,449	324,896	(324,896)	(75,449)	–

20. Analysis of charitable funds *(continued)*

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
Welsh Government - Section 64	19,145	98,339	(80,305)	–	**37,179**
Vale of Glamorgan	–	17,515	(26,077)	8,562	–
Social Care Wales	–	–	–	–	–
Cardiff University	–	–	–	–	–
Creu Cymru	–	5,518	(5,518)	–	–
Swansea University – Equality and Human Rights Research	–	–	–	–	–
Natural Resource Wales	–	–	–	–	–
HAFAL Newport	–	–	–	–	–
Cardiff and Vale University Health Board - Mental Health Grant	19,382	66,597	(47,709)	–	**38,270**
Welsh Government – Mental Health Recovery Support Fund	1,204	–	–	(1,204)	–
WCVA - Advocacy	–	–	–	–	–
Dementia friendly communities	–	4,515	(4,515)	–	–
Welsh Government Toolkit	–	9,646	(9,646)	–	–
Wales Public Body Equality	–	5,200	(5,200)	–	–
Data Cymru	–	10,850	(10,850)	–	–
PSED (EHRC)	6,378	–	(6,378)	–	–
Policy Training	2,568	13,916	(16,484)	–	–
Policy Management	–	36,864	(34,325)	(2,539)	–
Social Care Wales	–	–	–	–	–
	48,677	268,960	(247,007)	4,819	**75,449**

21. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**
ILS Database	38,554	–	**38,554**
Tangible fixed assets	1,867	–	**1,867**
Current assets	695,141	–	**695,141**
Net assets	735,562	–	**735,562**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
ILS Database	41,338	–	41,338
Tangible fixed assets	5,448	–	5,448
Current assets	378,876	75,449	454,325
Net assets	425,662	75,449	501,111

22. Funds received as agent or held as custodian trustee

At the year end the charity held the following amounts as custodian trustee on behalf of the Managed Payments Scheme:

	2021 £	2020 £
Carmarthenshire County Council	**27**	1,596,350
Ceredigion County Council	**2,760**	611,511
Bridgend County Council	**671,003**	467,418
Newport City Council	**272,938**	229,902
Pembrokeshire County Council	**42**	493,130
Other	**3,990**	13,417

23. Analysis of changes in net debt

	At 1 Apr 2020 £	Cash flows £	**At 31 Mar 2021 £**
Cash at bank and in hand	377,271	226,299	**603,570**

24. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Within 1 year	**35,000**	–
Later than 5 years	**13,056**	44,600

25. Limitation of auditors liability

By way of a members' resolution dated 10th November 2020, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £100,000 per claim.