

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.

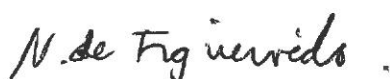
The team at Diverse Cymru should be proud of the work they have achieved over the last year including; being awarded Race & Ethnicity Champion of the Year at the Wales Online Diversity & Inclusion Awards. Being recognised as one of 10 charities across to UK to be 'runner up charities' in the GSK Impact 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



Interim Chair of Diverse Cymru's Board of Trustees

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

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
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Diverse Excellence Cymru Limited

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

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

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

Year ended 31 March 2023

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, Suzanne 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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

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 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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

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

Year ended 31 March 2023

Auditor

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

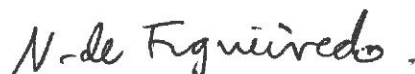
- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that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



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

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited *(continued)*

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited *(continued)*

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited *(continued)*

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

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Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited *(continued)*

Year ended 31 March 2023

- 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

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
	Note				
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		<u>263,191</u>	<u>576,234</u>	<u>839,425</u>	<u>703,683</u>
Expenditure					
Expenditure on charitable activities	8,9	403,609	693,720	1,097,329	841,343
Total expenditure		<u>403,609</u>	<u>693,720</u>	<u>1,097,329</u>	<u>841,343</u>
Net expenditure		<u>(140,418)</u>	<u>(117,486)</u>	<u>(257,904)</u>	<u>(137,660)</u>
Transfers between funds		(50,319)	50,319	—	—
Net movement in funds		<u>(190,737)</u>	<u>(67,167)</u>	<u>(257,904)</u>	<u>(137,660)</u>
Reconciliation of funds					
Total funds brought forward		530,735	67,167	597,902	735,562
Total funds carried forward		<u>339,998</u>	<u>—</u>	<u>339,998</u>	<u>597,902</u>

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.

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

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
		<u>6,007</u>	<u>44,040</u>
Current assets			
Debtors	17	210,089	198,456
Cash at bank and in hand		397,974	504,162
		<u>608,063</u>	<u>702,618</u>
Creditors: amounts falling due within one year	18	<u>274,072</u>	148,756
Net current assets		<u>333,991</u>	<u>553,862</u>
Total assets less current liabilities		<u>339,998</u>	<u>597,902</u>
Net assets		<u>339,998</u>	<u>597,902</u>
Funds of the charity			
Restricted funds		—	67,167
Unrestricted funds		339,998	530,735
Total charity funds	20	<u>339,998</u>	<u>597,902</u>

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
Trustee
Parsons
(née Roberts)


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)
<i>Adjustments for:</i>		
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
<i>Changes in:</i>		
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)	(99,409)
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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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	—	—	—
	<u>7,140</u>	<u>—</u>	<u>7,140</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	2,999	—	2,999
Grants			
WCVA- Advocacy	—	26,362	26,362
	<u>2,999</u>	<u>26,362</u>	<u>29,361</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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	—	—
	<u>576,234</u>	<u>576,234</u>	<u>440,764</u>	<u>440,764</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

7. Other income

	Direct Other Income Payments		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
	<u>254,301</u>	<u>1,750</u>	<u>256,051</u>	<u>—</u>	<u>256,051</u>

	Direct Other Income Payments		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
	<u>257,635</u>	<u>2,285</u>	<u>259,920</u>	<u>—</u>	<u>259,920</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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
	<u>403,609</u>	<u>693,720</u>	<u>1,097,329</u>

	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

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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
	<u>467,746</u>	<u>373,597</u>	<u>841,343</u>

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 Competency 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

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

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
	<u>941,110</u>	<u>156,219</u>	<u>1,097,329</u>	<u>841,343</u>

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
	<u>156,219</u>	<u>365,537</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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	<u>2,292</u>	<u>1,350</u>

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	<u>15,147</u>	<u>12,479</u>
	<u>759,027</u>	<u>629,029</u>

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	<u>27</u>	<u>22</u>

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	<u>55,797</u>
At 1 April 2022	20,027
Charge for the year	<u>35,770</u>
At 31 March 2023	<u>55,797</u>
Carrying amount	
At 31 March 2023	<u>—</u>
At 31 March 2022	<u>35,770</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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	<u>5,307</u>	<u>14,939</u>	<u>97,007</u>	<u>117,253</u>
Depreciation				
At 1 April 2022	5,307	14,939	88,708	108,954
Charge for the year	<u>—</u>	<u>—</u>	<u>2,292</u>	<u>2,292</u>
At 31 March 2023	<u>5,307</u>	<u>14,939</u>	<u>91,000</u>	<u>111,246</u>
Carrying amount				
At 31 March 2023	<u>—</u>	<u>—</u>	<u>6,007</u>	<u>6,007</u>
At 31 March 2022	<u>—</u>	<u>—</u>	<u>8,299</u>	<u>8,299</u>

17. Debtors

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

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	<u>14,669</u>	<u>11,981</u>
	<u>274,072</u>	<u>148,756</u>

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).

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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 2022 £
General funds	530,735	263,191	(403,609)	(50,319)	339,998

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

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
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)	—	—

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

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)	—	—
	<u>67,167</u>	<u>576,234</u>	<u>(693,720)</u>	<u>50,319</u>	<u>—</u>

	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

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

21. Analysis of charitable funds *(continued)*

HAFAL Newport Mental Health Project	—	42,936	(36,278)	—	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	—	—	—	—	—
	—	<u>440,764</u>	<u>(373,597)</u>	—	<u>67,167</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

22. Analysis of net assets between funds

	Unrestricted Funds	Total Funds
	2023	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	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

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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.