

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 previous 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.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Trustee's Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2024**

##### **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

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Trustee's Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2024**

##### **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.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Trustee's Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2024**

##### **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.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Trustee's Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2024**

#### **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.

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

#### **Trustee's Annual Report (Incorporating the Director's Report) *(continued)***

##### **Year ended 31 March 2024**

##### **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 and 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 organisations 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.



# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Trustee's Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2024**

##### **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.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Trustee's Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2024**

#### **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.

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

#### **Trustee's Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2024**

##### **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

# **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 2024**

#### **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.

## **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 2024**

##### **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.

# **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 2024**

#### **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**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2024**

- 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

		Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
	Note				
<b>Income and endowments</b>					
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
<b>Total income</b>		<u>148,956</u>	<u>795,290</u>	<u>944,246</u>	<u>839,425</u>
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	250,361	826,831	1,077,192	1,097,329
<b>Total expenditure</b>		<u>250,361</u>	<u>826,831</u>	<u>1,077,192</u>	<u>1,097,329</u>
<b>Net expenditure</b>		<u>(101,405)</u>	<u>(31,541)</u>	<u>(132,946)</u>	<u>(257,904)</u>
Transfers between funds		(31,541)	31,541	–	–
<b>Net movement in funds</b>		<u>(132,946)</u>	<u>–</u>	<u>(132,946)</u>	<u>(257,904)</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		339,998	–	339,998	597,902
<b>Total funds carried forward</b>		<u>207,052</u>	<u>–</u>	<u>207,052</u>	<u>339,998</u>

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

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 £
<b>Cash flows from operating activities</b>		
Net expenditure	(132,946)	(257,904)
<i>Adjustments for:</i>		
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
<i>Changes in:</i>		
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)
<b>Net decrease in cash and cash equivalents</b>	(142,649)	(106,188)
<b>Cash and cash equivalents at beginning of year</b>	<b>397,974</b>	<b>504,162</b>
<b>Cash and cash equivalents at end of year</b>	<b>255,325</b>	<b>397,974</b>

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 its 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 its 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.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements** *(continued)*

#### **Year ended 31 March 2024**

#### **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.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements** *(continued)*

#### **Year ended 31 March 2024**

#### **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.

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 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 £
<b>Donations</b>			
Donations	1,200	–	1,200
<b>Grants</b>			
WCVA- Advocacy	–	4,999	4,999
	1,200	4,999	6,199

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<b>Donations</b>			
Donations	7,140	–	7,140
<b>Grants</b>			
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

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

#### 6. Charitable activities *(continued)*

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

#### 7. Other income

	Direct Other Income Payments		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
	<u>107,267</u>	<u>38,489</u>	<u>147,756</u>	<u>—</u>	<u>147,756</u>

	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
Swansea - Direct Payments	28,969	—	28,969	—	28,969
Gwynedd - Direct Payments	91,540	—	91,540	—	28,969
	<u>254,301</u>	<u>1,750</u>	<u>256,051</u>	<u>—</u>	<u>256,051</u>



# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

#### 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
	<u>250,361</u>	<u>826,831</u>	<u>1,077,192</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 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	–
	<u>1,037,588</u>	<u>39,604</u>	<u>1,077,192</u>	<u>1,097,329</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 10. Analysis of support costs

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

#### 11. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024	2023
	£	£
Amortisation of ILS database	—	35,770
Depreciation of tangible fixed assets	<b>6,007</b>	2,292
Audit fee	<b>7,920</b>	<u>7,200</u>

#### 12. Staff costs

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

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

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	<u><b>23</b></u>	<u>27</u>

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

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 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 £
<b>Cost</b>				
At 1 April 2023 and 31 March 2024	<u>5,307</u>	<u>14,939</u>	<u>97,007</u>	<u>117,253</u>
<b>Depreciation</b>				
At 1 April 2023	5,307	14,939	91,000	111,246
Charge for the year	<u>—</u>	<u>—</u>	<u>6,007</u>	<u>6,007</u>
At 31 March 2024	<u>5,307</u>	<u>14,939</u>	<u>97,007</u>	<u>117,253</u>
<b>Carrying amount</b>				
At 31 March 2024	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
At 31 March 2023	<u>—</u>	<u>—</u>	<u>6,007</u>	<u>6,007</u>

#### 16. Debtors

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

#### 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	<u>26,917</u>	<u>—</u>
	<u>196,117</u>	<u>274,072</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 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)	—	—

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 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)	(1,750)	—
USW Workshop	—	1,000	(1,000)	—	—
	—	795,290	(826,831)	31,541	—

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

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



# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements *(continued)***

#### **Year ended 31 March 2024**

##### **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 grassroots 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.

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

##### 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
<b>Net assets</b>	<b>207,052</b>	<b>207,052</b>

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

##### 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

## Diverse Excellence Cymru Limited

### Company Limited by Guarantee

#### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 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
	<u>28,992</u>	<u>37,344</u>

#### 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.