

Diversity Role Models

Embracing difference, ending bullying

Annual Report and Financial Statements
for the year ended 31 August 2021



Diversity Role Models

Annual Report and Accounts for the year ended 31 August 2021

Company Limited by Guarantee
Registration Number
07640644 (England and Wales)

Charity Registration Number
1142548

Table of contents

Preface	3
Report of the Directors	4
Objectives and activities	4
Achievements and performance	5
Financial review	8
Structure, governance and management	9
Reference and administrative details	11
Statement of Trustees' and Directors' responsibilities	13
Report of the Independent Examiner	14
Financial Statements	15
Statement of Financial Activities	15
Balance Sheet	16
Notes to the Financial Statements	17

Preface

As with many charitable organisations, 2020/21 was a further year of change, uncertainty and challenges. Through the tireless dedication of our staff and volunteers, DRM has been able to take the learnings from the early stage of the pandemic to pivot our operating model and ultimately deliver success for young people in schools through our role model programme. We end this financial year in a solid and optimistic position and are well placed for the future and the opportunities to become a stronger and increase our reach further.

We continued to adapt to the new school delivery environment, with schools reopening and then subsequently closing again in early 2021. Digital delivery and a fantastically flexible team of staff and volunteers allowed us to reach schools even in the face of last minute changes and cancellations due to staffing issues at schools or localised outbreaks seeing non-essential visitors to schools restricted. We delivered sessions to the same number of schools this year as in the 2018/19 year, although to fewer beneficiaries as a result of pupil absences and limits on assembly numbers.

Within the year we have been able to return to the office in a flexible manner. DRM continued to participate in the Government's Coronavirus Job Retention Scheme where it remained a necessary solution. We continue to recognise how challenging it has been for members of the team who were furloughed. Their contribution has been pivotal in enabling DRM to re-establish our strong foundation and prepare for reaching more beneficiaries in the post-pandemic recovery period. DRM has also had some staff changes, with both Will Fletcher and Adam McCann leaving the charity after the year end. Their support over the years has been invaluable and we wish them luck in their future endeavours, which will include them returning to DRM as volunteers. We were delighted when we were able to bring all colleagues back from furlough and have welcomed new members to the DRM team. We are now at a full complement of staff including a new leadership team in Matt Garvey joining as CEO, and Sophie Mangara as COO after the year end.

At the start of the first national lockdown we held six months of reserves. However, we had no indication how long schools would remain closed, how long the furlough scheme would last or if our financial supporters would continue their contributions. With the deep relationships we have built with corporates and donors, who passionately believe in our cause, our fundraising efforts remained strong and we are grateful for that continued dedication from our partners during this difficult period. This support, in addition to our success in grant applications, is reflected in this set of accounts.

We are excited about the year ahead. We have a solid financial foundation and are encouraged that educational centres ways of working are normalizing as the UK moves through the next stages of the COVID-19 pandemic. Shortly after the year end DRM were successful in winning a substantial project for the Department of Education, which will transform the size and shape of the charity and bring anti-bullying content to a wider school audience.

Diversity Role Models

Date: 24 May 2022



Report of the Directors for the year ended 31 August 2021

The Trustees, who are also Directors of the company for the purposes of the Companies Act 2006, present their report and financial statements of the charity for the year ended 31 August 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102) issued in October 2019.

On 23 February 2021, a general meeting of the charity approved amendments to its charitable objects and certain administrative alterations to its Articles of Association. Pursuant to Section 198 of Part 10 of the Charities Act 2011, the amendment of its charitable objects was considered a regulated alteration requiring prior written approval from the Charities Commission. Formal written consent to amend the charitable objects was received from the Charities Commission on 21 December 2020. All references in this document to the charitable objects or Articles of Association of the charity refer to the amended versions approved by the general meeting on 23 February 2021.

Objectives and activities

Diversity Role Models' charitable objects are specifically restricted, in each case, to the promotion of equality and diversity for the public benefit by:

1. the elimination of discrimination on the grounds of sexual orientation and gender identity in educational institutions;
2. advancing education and raising awareness in equality, diversity and inclusion; and
3. promoting activities to foster understanding between people from diverse backgrounds.

Key activities of Diversity Role Models

Diversity Role Models have a vision of a world where everybody embraces diversity and can thrive. We create an LGBT+ inclusive environment where students are empowered to embrace difference and end bullying. We embed inclusion and build empathy through education and role model storytelling.

Diversity Role Models deliver workshops to students in primary and secondary schools and colleges. The classroom-based workshops are safe spaces where students can explore difference and consider their role in creating a world where we all feel accepted. To ensure sustained change we supplement student workshops with training staff, governors and parents/carers.



Achievements and performance

Service delivery

- **School engagement and beneficiaries:** despite the ongoing impact of COVID-19 in the academic year from September 2020-July 2021 we were pleased to have reached the same number of schools as we did in 2019. The Autumn and Spring terms in particular were impacted by school closures, school staffing issues, schools cancelling non-essential visitors and outbreaks in classrooms. Much of our delivery pivoted to a digital delivery model, allowing us to reach people anywhere in the country, which were particularly popular for staff sessions. In addition to the above, staff/student isolation meant we had fewer attendees in sessions and delivery in newer geographies for DRM to smaller schools (such as in the North East of England) saw us deliver to smaller numbers in sessions, reflected in our reduction in average beneficiaries per school and total beneficiary numbers.

Our delivery and beneficiaries are further broken down in the sections below.

	2021	2020	2019	2018
Schools	147	89	147	121
Total beneficiaries	10,553	15,164	18,613	20,337
Avg. beneficiaries per school	72	170	127	168

- **Student workshop programme:** Disruption to learning led to an increased focus amongst schools on 'catching up' on the core curriculum and a hesitancy to book digital student sessions, compared to staff sessions, reduced our student workshop numbers this year. However, our digital delivery model allowed us to continue to deliver even when visitors were not allowed on site. To reach more students and increase our influence on the wider sector we also focused on creating digital resources (Role Model Stories, Assembly and Classroom Workshop) and writing our Pathways to LGBT+ Inclusion Report. This year we continue to deliver digitally as well as returning in person, focusing our work on increasing the numbers of schools and students we reach.

	2021	2020	2019	2018
Workshops	224	394	619	654
Students	9,093	12,166	17,182	19,003

- **School staff and governor training programme:** The academic year 2019/20 saw us increase the number of staff/governor sessions as part of a Government Equalities Office funded project. We maintained a high level of staff delivery this year, higher than 2018/19, due to our digital delivery model. We expect this to grow again this year as digital delivery continues alongside a reduction in Covid disruption and the delivery of a Department for Education funded project that has a staff training focus. Delivery for that project began in January 2022.

	2021	2020	2019	2018
Sessions	56	140	43	46
Staff/governors	1,495	2,935	1,109	1,264

- **Parent and carer workshop programme:** due to the impact of COVID-19 we also saw a decrease in our parent and carer programme with schools struggling to engage parents or bring them on site for workshops.

	2021	2020	2019	2018
Sessions	0	3	8	3
Parents/carers	0	63	322	70

Donors

The Trustees would like to thank all of those who have financially supported DRM's work during the year:

- **Corporate donors:** we have received continued support from a range of businesses, both in terms of financial contributions and gifts in kind (from hosting fundraising events and providing training space through to the provision of a CRM database and website development). These supporters include: Allen & Overy, Arnold Clark, Aviva, Associated British Foods, Bain Capital, Barings, Bloomberg, Blue Yonder, BP, Clifford Chance Global Foundation, Deloitte LLP, Deutsche Bank, George at ASDA, LEGO Group, Mastercard, McKinsey & Company, M&G Prudential, Outsavvy, The Phoenix Group, Reed Smith, RS Components, The Salesforce Foundation, Sigma, Sony, The Walt Disney Company, Westminster Foundation and Wood Group.
- **Charitable trusts and foundations:** we received grants from the following charitable trusts and foundations: The City Bridge Trust and The Westminster Foundation.
- **Government grants:** we received grants from Westminster City Council and the Coronavirus Job Retention Scheme.
- **Individual donors:** we continue to receive support from a number of individuals who continue to donate to us either directly, or through sponsored events.

Staff and volunteers

- **Support from volunteers:** the Trustees would like to extend a huge thank you to all DRM volunteers, without whom our services would not be possible. They are the backbone of our organisation and their time spent telling their stories in schools is what makes our work so impactful. Volunteers are a vital part of our programme delivery. We ended the year with 183 volunteer role models (2020: 459) and 35 volunteer facilitators (2020: 34). In support of our service delivery, our volunteers gave an estimated 824 (2020: 1,314) hours of their time.

During the period we are also grateful to have received operational support (either virtually or in the DRM office) from 5 volunteers (2020: 7).

- **Patrons:** we continue to be supported by high-profile patrons, and we are very grateful for everything they do for us.



- **Staff team:** as always we would like to thank our dedicated and hard-working staff team, in particular for their support and hard work throughout what has been a time of great uncertainty. We moved to a position of remote working only in March 2020, and staff have adapted to this extremely well in the circumstances. In order to ease this and to understand the stress and strain that the global pandemic is having on our staff, we have adopted a flexible approach to working so that staff can readily support their wellbeing as required. As of 31 August 2021, our office in London has reopened and all staff are working in a hybrid model.

We continued to make use of the coronavirus job retention scheme with some staff furloughed for at least some time during the financial year. Without the grant funds we have received from the coronavirus job retention scheme, we would have had a substantial deficit for the year, and would have needed to make difficult decisions about staffing levels. With this in mind, we thank our staff for being supportive and understanding of our decisions to furlough team members, and for working with us to support the organisation's financial stability as best we can.

Future plans

Given the ongoing impact of COVID-19, our plans will particularly focus on continuing to adapt the organisation to best handle the changed circumstances. In particular we will:

- Continue the development new ways of providing support to schools, that recognise the unique challenges and impact that the global pandemic has had on the education sector. We will develop new, virtual versions of our main delivery content. This will enable delivery to schools to continue in an environment where in person delivery in schools remains challenging, and give us new ways of delivering to schools we would not normally be able to reach after the pandemic;
- Continue to monitor the situation as regards COVID-19, including within education settings, and resume face-to-face work only when it is safe and practical to do so. After the conclusion of the pandemic we will have a key focus on regrowing our activity, first to match and then to begin exceeding levels seen prior to the pandemic. This will necessarily include a new focus on developing our approach for marketing our work to schools; and
- Utilise staff capacity that is freed up by a reduction in business as usual activities to focus on developing our organisational stability. In particular staff will work with volunteer support to improve the implementation of our Salesforce CRM database, finding new ways that we can use it to improve the efficiency and quality of our processes. This will help to make us more scalable so that we can grow our work after the pandemic.

Ongoing impact of COVID-19 on activities

At the time of writing, we are resuming offering face-to-face work to schools although this still remains subject to change and cancellation based on staffing issues and COVID-19 outbreaks at schools. Although we did see a limited resumption of face-to-face work in the financial year, it was again halted.

Given the lack of face-to-face work during the COVID-19 pandemic, the digital methods of delivery as outlined above developed at the start of the pandemic have allowed us to continue delivering work.



During the year we intend to equip more of our volunteers to deliver this virtual work, so that we can appropriately scale it up.

We do not currently expect that our activities will return to normal until September 2022 at the earliest.

Financial review

Funds raised

Total income for the year was £388,638 (2020: £427,716); of which unrestricted income was £327,752 (2020: £321,350) and restricted income was £60,886 (2020: £106,366).

Expenditure

Total expenditure was £362,976 (2020: £418,228); of which unrestricted expenditure was £289,069 (2020: £320,058) and restricted expenditure was £73,907 (2020: £98,170).

This resulted in a surplus for the year of £25,662 (2020: £9,488).

Reserves policy

DRM's reserves policy has been devised by analysing the charity's main financial obligations now, and in the future, the cost of reshaping the charity and the scale of risk to voluntary income in order to calculate a target sum of unrestricted funds to be held in reserve. Such a sum should be sufficient to ensure the continued operation of the charity in the medium term in the event of a drop in generated income.

The reserves policy contains a framework for regularly reviewing the free reserves level, with the frequency of review determined by the amount of free reserves held. This is to ensure that the Trustees continue to monitor and manage reserves effectively.

The target for 31 August 2021 was set at £202,800 in free reserves. At 31 August 2021, DRM held £231,244 in free reserves.

Impact of COVID-19 on finances

COVID-19 has impacted on our finances, as it has impacted many organisations in a variety of different sectors. We wrote in our last annual report about operating in an environment which would remain challenging. This remains the case and the reserves of the charity have increased marginally.

This is partly because the organisation has been able to access several forms of support, including grants totalling £36,079 from the Coronavirus Job Retention Scheme and continued support from individuals and organisations. Without these forms of support, we would have operated a large deficit, and would have been required to take drastic measures to reduce our costs.

It clearly remains the case that there is widespread uncertainty in the UK and global economies. Given the magnitude of the support that we have so far accessed from the Coronavirus Job Retention



Scheme, we will have to adapt and obtain support from other sources in 2021/22 as this scheme has now ended. A key financial risk in the coming 18-24 months will be whether fundraising is able to grow fast enough to replace this government support.

However, we do continue to carry free reserves in line with our target. By continuing to hold this level of reserves, it has given the Trustees more flexibility to respond to the impact of COVID-19 on the organisation if and when required. Bearing this in mind, the Trustees have reviewed DRM's financial position for the next 12 months, and continue to be of the view that the organisation remains a going concern.

The Trustees remain cautious about the financial outlook for DRM over the next 12 months. We will continue to closely monitor the situation and take what action we can to limit the impact of COVID-19 on the organisation's finances, while also supporting our staff, volunteers and beneficiaries where this is possible.

Structure, governance and risk management

Governing document

DRM is a charitable company, limited by guarantee, incorporated on 19 May 2011, and registered as a charity on 23 June 2011.

The company was established under a Memorandum and Articles of Association, which established the objects and powers of the charitable company, and is currently governed by Articles of Association (most-recently amended on 23 February 2021).

Governance

The charity is governed by its Trustees. The Trustees also act as the members of the charity and its corporate Directors for the purposes of the Companies Act 2006. The Articles of Association outline the powers, responsibilities and decision-making of the Trustees.

Recruitment and appointment of Trustees

The process for appointing DRM's Trustees is set out in the Articles of Association. The minimum number of Trustees is five. The maximum number of Trustees is twelve.

New Trustees are appointed by the existing Trustees of the charity for terms not to exceed three years. Trustees may serve multiple terms. The maximum term of continual service for a Trustee is six consecutive years. A Trustee who has served for a maximum consecutive period allowed shall not be eligible for reappointment until one year has elapsed from the date of expiry of that Trustee's last term of service. The Trustees may appoint any person willing and fit to act as a Trustee and Director, subject to the provisions of the Articles of Association.



DRM conducts a regular skills, experience and diversity audit of Trustees. This audit identifies gaps in skills or under-representation of particular groups or communities and is fundamental to the recruitment process.

Applicants are invited to apply via an open recruitment process. They complete an application form, after which shortlisted applicants are interviewed by a panel comprised of existing Trustees and the Chief Executive Officer. This panel makes a recommendation to the Trustees, with suitable applicants nominated for selection.

Trustee induction and training

Trustees are provided with a clear role description outlining their statutory and additional responsibilities as well as the Trustee code of conduct. Trustees are required to acquaint themselves with DRM's policies and procedures, strategic plan and budget, and its Articles of Association. Trustees are actively encouraged to take up relevant training and development to fulfil their role and responsibilities to DRM.

Organisational Structure and Decision Making

The Trustees are responsible for the strategic direction of the charity and oversight of its work and finances.

The Trustees delegate day-to-day responsibility for the provision of services to the Chief Executive Officer. The Chief Executive Officer is responsible for ensuring the secure financial management and administration of the charity. Effective management and supervision of the staff team is the responsibility of the Chief Executive Officer.

Remuneration of Key Management Personnel

The remuneration of the charity's key management personnel, the Chief Executive Officer, is set by the Board of Trustees, taking into account the charity's financial position and the amount paid for comparable roles in comparable organisations.

Risk assessment

DRM regularly undertakes a detailed review and assessment of risks, financial and non-financial, to which it is exposed in its current activities. These have been developed into a formal Risk Management process.

The Trustees have considered a summary of all major risks and have ensured that effective systems and controls exist to reduce internal risks and respond swiftly to external risks and minimise their impact.

Risks are monitored continually by the management and reviewed regularly by the Trustees unless there are issues that need the Trustee's immediate attention.



Reference and administrative details

Charity Name: Diversity Role Models
Charity Number: 1142548
Company Number: 07640644

Principal and Registered Office: St Anne's Church
 55 Dean Street
 London, W1D 6AF

Chief Executive Officer: Adam McCann (resigned 17 March 2022)
 Matt Garvey (appointed 3 May 2022)

Trustees and Directors:

The Trustees who served during the year, or who served at the time this report and financial statements were approved, who were also directors of the company were as follows:

ALI, Tamoor (Chair)	
BELCHER, Antonia Denise	
BHIMANI, Faheem	
BOSWORTH, Catherine Jane	
CROCKETT, Alice Fabienne Stuart	(Appointed on 2 September 2020, resigned on 28 October 2021)
DRENNEN, Christopher Glenn (Secretary)	(Appointed as Secretary on 22 July 2020)
FORD, James Nicholas	
HARVEY, Claire Louise	(Resigned on 10 November 2020)
MILLER-MCCAFFREY, Ann Susan	(Resigned on 18 May 2021)
PARSONS, Geffrye Ian	(Appointed on 2 September 2020)
SULLIVAN, Scott Jack	(Appointed on 2 September 2020)
TUNE, Christopher James (Treasurer)	(Appointed on 2 September 2020)

Bankers:

Lloyds Bank
Kilburn Branch
106 Kilburn High Road
London
NW6 4HY

National Westminster Bank
Tottenham Court Road Branch
45 Tottenham Court Road
London
W1T 2EA

Independent Examiner:

Stephen Jones, FCA
Myrus Smith, Chartered Accountants
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW



Statement of Trustees' and Directors' responsibilities

The Trustees, who are also Directors of Diversity Role Models for the purposes of company law, are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The Trustees confirm that they have complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Company law requires the Directors to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities' Statement of Recommended Practice 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures being disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the Trustees:



Christopher Tune, Treasurer

Date: 24 May 2022



Report of the Independent Examiner

Independent Examiner's Report to the Trustees of Diversity Role Models

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 August 2021 which are set out on pages 15 to 30.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

 Stephen Jones, FCA

Date: 24 May 2022

Myrus Smith, Chartered Accountants
Norman House, 8 Burnell Road, Sutton, Surrey, SM1 4BW

Statement of Financial Activities

for the year ended 31 August 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 £	2020 £
Income from:					
Donations and legacies	3	273,955	60,886	334,841	368,269
Charitable activities					
- Contributions from schools		43,000	-	43,000	45,150
Other trading activities		10,797	-	10,797	14,297
Total income		327,752	60,886	388,638	427,716
Expenditure on:					
Raising funds	4	60,929		60,929	51,083
Charitable activities	4	228,140	73,907	302,047	367,145
Total expenditure	4	289,069	73,907	362,976	418,228
Net income/(expenditure)		38,683	(13,021)	25,662	9,488
Transfer between funds		-	-	-	-
Funds brought forward	11	194,815	71,089	265,904	256,416
Fund balances carried forward	11	233,498	58,068	291,566	265,904

There are no recognised gains or losses other than those in the Statement of Financial Activities.

All the above amounts relate to continuing activities.

The notes on pages 17 to 30 form part of these financial statements.

Balance Sheet

As at 31 August 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	7	2,254	2,995
		<u>2,254</u>	<u>2,995</u>
Current assets			
Debtors	8	12,316	16,845
Cash at bank and in hand		346,467	270,026
		<u>358,783</u>	<u>286,871</u>
Current liabilities			
Creditors falling due within one year	9	(69,471)	(23,962)
Net current assets		<u>289,312</u>	<u>262,909</u>
Total net assets	17	<u>291,566</u>	<u>265,904</u>
Funds			
Unrestricted	11	233,498	194,815
Restricted	11	58,068	71,089
Total funds		<u>291,566</u>	<u>265,904</u>

For the year ended 31 August 2021 the company is exempt from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with s476.

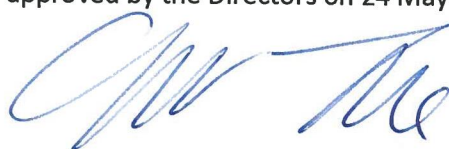
The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The accompanying notes on pages 17 to 30 form an integral part of these financial statements.

The financial statements were approved by the Directors on 24 May 2022.

Christopher Tune, Treasurer
Date 24 May 2022




Notes to the Financial Statements

1. Accounting Policies

1.1 Basis of preparation of the financial statements

Diversity Role Models is a registered charity and a private company, limited by guarantee and registered in England and Wales. The registered office of the company is given in the Reference and Administrative details on page 11.

The financial statements are prepared under the historical cost convention and include the results of the entity's operations which are described in the Trustees' Report and all of which are continuing.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and the UK Generally Accepted Accounting Practice.

The charity constitutes a public benefit entity as defined by FRS102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

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

The significant accounting policies in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Tangible fixed assets for use by the charity and depreciation

Tangible fixed assets for use by the charity are stated at cost less depreciation.

Depreciation is provided at rates calculated to write-off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Computer equipment	33.33% straight-line
Office equipment	20.00% straight-line

The charity does not capitalise individual expenditure items below £100.

1.3 Income

Income from donations and grants is recognised when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income is shown gross, with the associated costs included in expenditure.

Voluntary help is invaluable to the charity. This cost has not been included in the financial statements since the monetary value cannot reasonably be quantified. During the year 183 (2020: 459) volunteers supported the charity, in addition to the Trustees, volunteering for an estimated 824 (2020: 1,314) hours in total. Further details of the contribution made by volunteers can be found in the Report of the Directors.

Notes to the Financial Statements

1. Accounting Policies (continued)

1.4 Expenditure

Liabilities are recognised as an expense as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Support costs are those costs incurred in running the charity and have been allocated to charitable activities and cost of generating funds on the basis of an estimate of the proportion of the charity's resources applied to each.

Governance costs, included within support costs, are those costs of running the charity as a legal entity.

1.5 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.6 Gifts in kind

Income in the form of gifts in kind is included in the Statement of Financial Activities at its estimated gross value to the charity. The current value is the price that the charity reasonably estimates it would have to pay in the open market for an equivalent item or service. An equivalent amount of gifts in kind is included in expenditure.

1.7 Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor.

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

1.8 VAT

Where appropriate, expenditure includes irrecoverable value added tax.

1.9 Pensions costs

The charity auto-enrols all eligible employees into a workplace pension scheme. Staff can choose to opt out of this and have the charity pay into a personal pension plan on their behalf instead. The charity will match pension contributions up to 4%.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and bank overdrafts.



Notes to the Financial Statements

1. Accounting Policies (continued)

1.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS102 to all of its financial instruments.

1.12 Government grants

The charity received Government support through Coronavirus Job Retention Scheme which is accounted for on an accrual model.

1.13 Leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Income from donations and legacies

	Unrestricted Funds	Restricted Funds	2021	2020
	£	£	£	£
Grants	77,329	60,791	138,120	142,039
Donations	182,846	95	182,941	190,206
Major DRM events	-	-	-	22,244
Gifts in kind	13,780	-	13,780	13,780
	<u>273,955</u>	<u>60,886</u>	<u>334,841</u>	<u>368,269</u>

2021 Grants includes an amount of £0 received from the Government Equalities Office for a project working with staff in schools around homophobic, biphobic and transphobic bullying (2020: £30,026), an amount of £1,718 received from Westminster Council for working in Westminster schools (2020: £1,718) and £36,079 received from the Coronavirus Job Retention Scheme (2020: £54,173).

Notes to the Financial Statements

4. Total expenditure

	Direct costs	Support costs	Total 2021	Total 2020
	£	£	£	£
Raising funds	55,918	5,011	60,929	51,083
Charitable activities	272,088	29,959	302,047	367,145
	<u>328,006</u>	<u>34,970</u>	<u>362,976</u>	<u>418,228</u>
Direct costs				
	Raising Funds	Charitable activities	Total 2021	Total 2020
	£	£	£	£
Staff costs	43,637	252,701	296,338	344,096
Advertising and marketing	-	-	-	15
Gala event	-	-	-	9,640
Other fundraising costs	12,281	-	12,281	3,869
Corporate delivery – facilitators	-	-	-	1,090
Miscellaneous costs	-	35	35	35
Miscellaneous staff costs	-	967	967	2,350
Monitoring and evaluation	-	3,780	3,780	3,780
Recruitment	-	413	413	-
Schools delivery				
- Advertising and marketing (Schools delivery)	-	97	97	100
- Facilitators	-	-	-	1,470
- Travel & subsistence	-	704	704	3,834
- Other delivery costs	-	2,927	2,927	590
Staff training	-	-	-	1,075
Travel & subsistence (non-delivery)	-	421	421	5,772
Volunteer expenses (non-delivery)	-	43	43	404
Web services	-	10,000	10,000	10,000
	<u>55,918</u>	<u>272,088</u>	<u>328,006</u>	<u>388,120</u>

Notes to the Financial Statements

4. Total expenditure (continued)

Support costs	Raising funds	Charitable activities	Total 2021	Total 2020
	£	£	£	£
Depreciation	-	1,566	1,566	1,670
Accountancy	116	655	771	1,045
Legal costs	-	-	-	180
Insurance	145	821	966	910
IT costs	575	3,261	3,836	3,966
Office, stationery and postage	549	3,111	3,660	4,776
Rent	2,809	15,918	18,727	12,596
Subscriptions	128	726	854	640
Telephone	433	2,453	2,886	2,621
Governance costs				
- Independent Examination	256	1,448	1,704	1,704
	<u>5,011</u>	<u>29,959</u>	<u>34,970</u>	<u>30,108</u>
	<u>60,929</u>	<u>302,047</u>	<u>362,976</u>	<u>418,228</u>

During the year the charity received the benefit of assistance with a donor database from Salesforce. The database has been valued at its value in use to the charity of £3,780 (2020: £3,780). This is considered to be a direct cost of charitable activities.

The charity benefited from pro bono web services from Sigma Consulting Solutions. The value of services provided was £29,500 (2020: £29,500). The charity has valued this at its value in use to the charity of £10,000 (2020: £10,000). This is considered to be a direct cost of charitable activities.

5. Net income/(expenditure)

	2021 £	2020 £
The net income/(expenditure) for the year is stated after charging:		
Depreciation of tangible fixed assets	1,566	1,670
Independent examination	1,704	1,704

Notes to the Financial Statements

6. Staff costs and emoluments

	2021	2020
	£	£
Wages and salaries	263,732	306,609
National insurance	22,076	25,322
Pension costs	10,530	12,165
	<u>296,338</u>	<u>344,096</u>

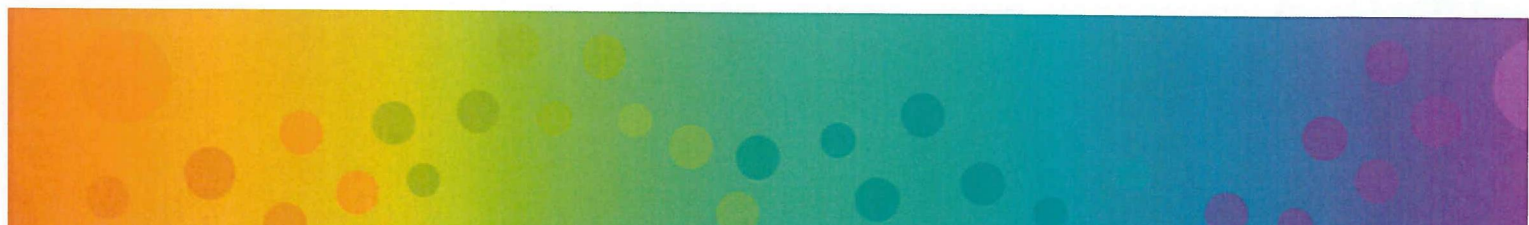
	2021	2020
	Headcount	Headcount
The average number of staff employed by the charity during the year	<u>8.6</u>	<u>9.8</u>

One employee received employee benefits (excluding employer pension costs) in the range of £60,000 - £70,000 during the year (2020: one).

Total remuneration of key management personnel in the year was as follows:

	2021	2020
	£	£
Aggregate compensation	78,101	76,902

Under FRS 102, employee benefits include gross salary, benefits in kind, employer's national insurance and employer pension costs.



Notes to the Financial Statements

7. Tangible assets

	Computer equipment £	Office equipment £	Total £
Cost			
As at 1 September 2020	16,896	2,187	19,083
Additions	825	-	825
As at 31 August 2021	<u>17,721</u>	<u>2,187</u>	<u>19,908</u>
Accumulated depreciation			
As at 1 September 2020	14,340	1,748	16,088
Charge for the year	1,385	181	1,566
As at 31 August 2021	<u>15,725</u>	<u>1,929</u>	<u>17,654</u>
Net book value			
As at 31 August 2021	<u>1,996</u>	<u>258</u>	<u>2,254</u>
As at 31 August 2020	<u>2,556</u>	<u>439</u>	<u>2,995</u>

All fixed assets are used for charitable purposes.

8. Debtors

	2021 £	2020 £
Accounts receivable	2,625	840
Other debtors	3,000	3,000
Prepayments and accrued income	6,691	13,005
	<u>12,316</u>	<u>16,845</u>

Notes to the Financial Statements

9. Creditors

	2021 £	2020 £
Amounts falling due within one year:		
Accounts payable	867	602
Accruals	10,327	10,776
Deferred income (note 10)	50,000	4,150
Payroll due to staff	34	34
PAYE payable	6,753	6,835
Pensions payable	1,490	1,565
	<u>69,471</u>	<u>23,962</u>

10. Deferred income

	2021 £	2020 £
Opening balance	4,150	150
Deferred income received in the year	50,000	9,150
Amounts released	(4,150)	(5,150)
Balance carried forward	<u>50,000</u>	<u>4,150</u>

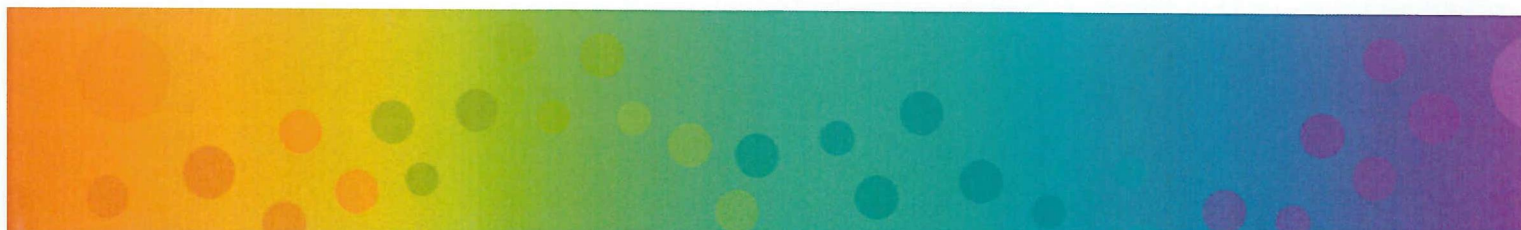
Deferred income in 2021 is funding received in advance from a corporate donor.



Notes to the Financial Statements

11. Funds of the charity

	At 1 September 2020 £	Income £	Expenditure £	Transfers £	At 31 August 2021 £
Restricted					
Student workshops					
- North East hub	8,495	32,000	(14,495)	-	26,000
- Hammersmith & Fulham	1,000	-	-	-	1,000
- Westminster	(1,718)	1,718	-	-	-
- South Westminster	1,193	-	(1,193)	-	-
- North West hub	9,030	-	(9,030)	-	-
Lego	-	15,000	-	-	15,000
LGBT Futures Fund	-	9,773	(9,773)	-	-
T.K. Maxx and Homesense Foundation	897	-	(897)	-	-
M&G Community Fund	-	2,395	(795)	-	1,600
Westminster Foundation	9,950	-	(1,662)	-	8,288
London Community Response Fund	23,742	-	(23,742)	-	-
Born to be Proud	18,500	-	(12,320)	-	6,180
Total restricted	71,089	60,886	(73,907)	-	58,068
Unrestricted					
General funds	191,820	327,752	(287,503)	(825)	231,244
Designated funds					
Fixed assets	2,995	-	(1,566)	825	2,254
Total unrestricted	194,815	327,752	(289,069)	-	233,498
Total funds	265,904	388,638	(362,976)	-	291,566



Notes to the Financial Statements

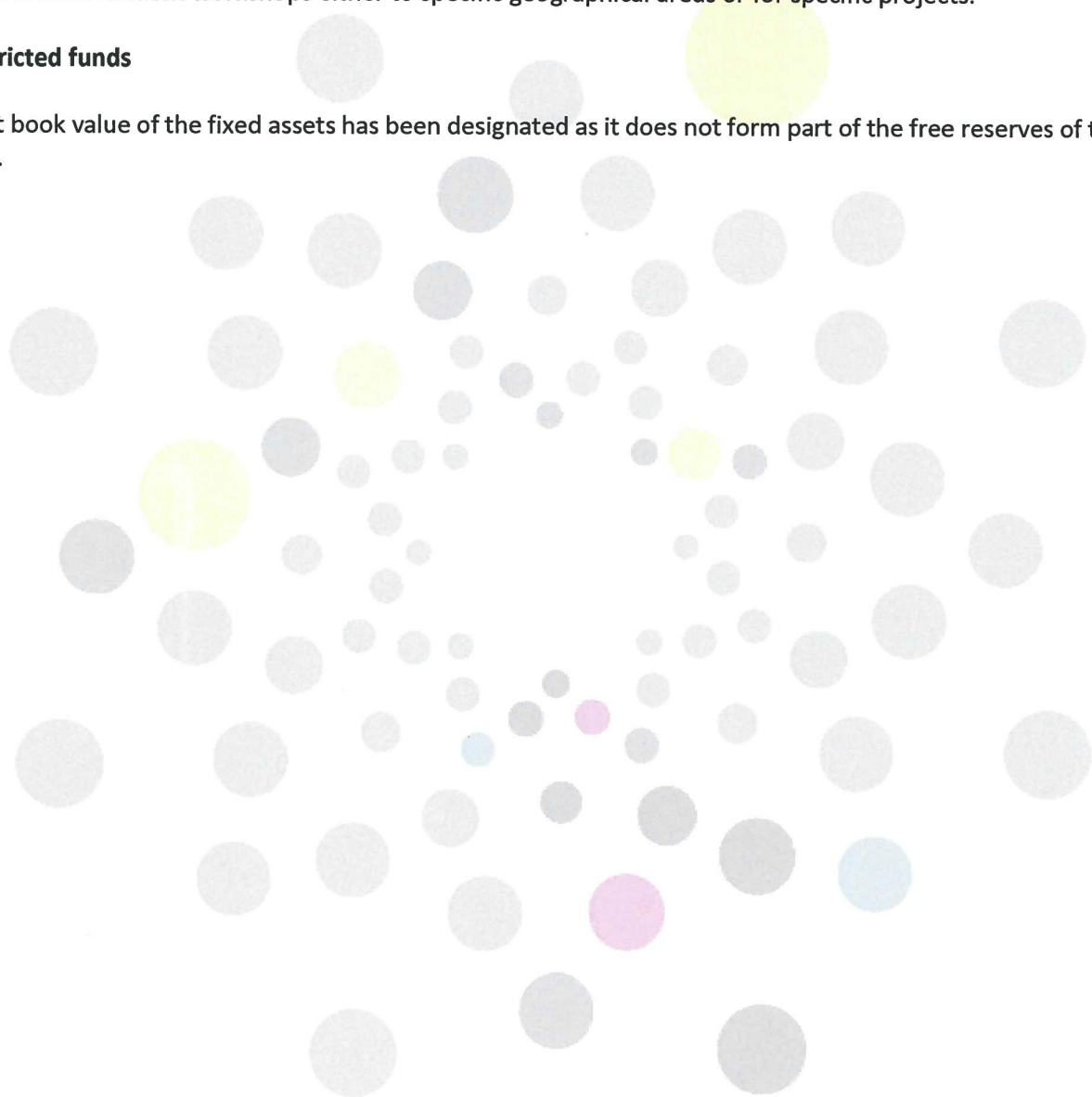
11. Funds of the charity (continued)

Restricted funds

All restricted funds are created from funds received in the form of grants and sponsorship for the delivery of services and for student workshops either to specific geographical areas or for specific projects.

Unrestricted funds

The net book value of the fixed assets has been designated as it does not form part of the free reserves of the charity.



Notes to the Financial Statements

11. Funds of the charity (continued)

	At 1 September 2019 £	Income £	Expenditure £	Transfers £	At 31 August 2020 £
Restricted					
Student workshops					
- Lewisham	1,500	-	(1,500)	-	-
- North East hub	22,693	-	(14,198)	-	8,495
- Interserve	2,175	-	-	(2,175)	-
- Hammersmith & Fulham	1,000	-	-	-	1,000
- Westminster	-	-	(1,718)	-	(1,718)
- South Westminster	1,193	-	-	-	1,193
- North West hub	-	17,945	(8,915)	-	9,030
Charles Lewis Foundation	1,400	-	(1,408)	8	-
T.K. Maxx and Homesense Foundation	1,897	-	(1,000)	-	897
Government Equalities Office	33,145	30,026	(63,228)	57	-
Westminster Foundation	-	9,950	-	-	9,950
London Community Response Fund	-	29,945	(6,203)	-	23,742
Born to be Proud	-	18,500	-	-	18,500
Total restricted	65,003	106,366	(98,170)	(2,110)	71,089
Unrestricted					
General funds	190,583	321,350	(318,388)	(1,724)	191,820
Designated funds					
Fixed assets	830	-	(1,670)	3,834	2,995
Total unrestricted	191,413	321,350	(320,058)	2,110	194,815
Total funds	256,416	427,716	(418,228)	-	265,904

Notes to the Financial Statements

12. Other financial commitments

At 31 August 2021, the charity had outstanding commitments in relation to land and buildings for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	16,164	14,841
Between 2 and 5 years	-	-
In over 5 years	-	-
	<u> </u>	<u> </u>

13. Related party transactions

The charity did not receive any donations from related parties that require disclosure (2020: none). The aggregate amount of all donations received from related parties was £3,456 (2020: £5,056).

Emma Miller-McCaffrey, the wife of Ann Miller-McCaffrey, has been employed by the charity as Community Engagement Manager since 26 February 2018. For this she received total remuneration of £33,189 in the current year, inclusive of salary, employer's national insurance and pension contributions (2020: £31,592).

14. Trustee remuneration

No Trustees during the year were reimbursed for travel expenses relating to the charity (2020: none).

No other Trustee, nor any person connected with them, has received, or is due to receive, any remuneration for the year, nor obtained any financial benefit, directly or indirectly from the charity's funds (2020: none).

15. Company limited by guarantee

Every member of the company has undertaken to pay such an amount as may be required, not exceeding £10, towards the charitable company's assets on a winding up.

Notes to the Financial Statements

16. Comparative information

	Unrestricted Funds £	Restricted Funds £	2020 £
Income from:			
Donations and legacies	261,903	106,366	368,269
Charitable activities			
- Contributions from schools	45,150	-	45,150
Other trading activities	14,297	-	14,297
Total income	321,350	106,366	427,716
Expenditure on:			
Raising funds	51,083	-	51,083
Charitable activities	268,975	98,170	367,145
Total expenditure	320,058	98,170	418,228
Net income/(expenditure)	1,292	8,196	9,488
Transfer between funds	2,110	(2,110)	-
Funds brought forward	191,413	65,003	256,416
Fund balances carried forward	194,815	71,089	265,904

17. Analysis of net assets between funds

	Fixed assets £	Current assets £	Current liabilities £	Net assets £
2021				
Unrestricted funds	-	300,715	(69,471)	231,244
Designated funds	2,254	-	-	2,254
Restricted funds	-	58,068	-	58,068
At 31 August 2021	2,254	358,783	(69,741)	291,566

Notes to the Financial Statements

17. Analysis of net assets between funds (continued)

Comparative information for the analysis of net assets between funds is as follows:

2020	Fixed assets £	Current assets £	Current liabilities £	Net assets £
Unrestricted funds	-	215,782	(23,962)	191,820
Designated funds	2,995	-	-	2,995
Restricted funds	-	71,089	-	71,089
At 31 August 2020	<u>2,995</u>	<u>286,871</u>	<u>(23,962)</u>	<u>265,904</u>