



Diversity Role Models

Annual Report and Financial Statements

for the year ended 31 August 2023



Diversity Role Models

Annual Report and Accounts

for the year ended 31 August 2023

Company Limited by Guarantee

Registration Number: 07640644 (England and Wales)

Charity Registration Number: 1142548

Table of contents

Preface	4
Report of the Directors	5
Objectives and activities	5
Achievements and performance	5
Financial review	8
Structure, governance and management	9
Reference and administrative details	10
Statement of Trustees' and Directors' responsibilities	12
Report of the Independent Examiner	13
Financial Statements	14
Statement of Financial Activities	14
Balance Sheet	15
Cash Flow Statement	16
Notes to the Financial Statements	17

Preface

Diversity Role Models is a dynamic charity whose vision is a world where everyone embraces diversity and can thrive. Our mission is to end bullying based on sexual orientation and gender identity in schools and promote understanding and acceptance of broader individual differences. Collaboratively, we're determined to create inclusive learning environments where young people know they are valued and supported, regardless of their differences.

Our experienced team of educators and inspiring volunteer role models deliver in-person and online workshops for students in schools and colleges. Using pioneering educational content underpinned by the power of storytelling, we speak openly about lived experiences of difference and bullying. Our volunteer role models are at the heart of our delivery. They share their journeys towards living happy and fulfilling lives to inspire others.

Since our formation in 2011, we have worked directly with 1,000+ schools, delivered sessions to 200,000+ young people, and trained 24,000+ school staff members.

Our workshops educate young people about diversity. They empower them to recognise and embrace differences in others. During the workshops, we demonstrate how students can support each other and act as upstanders rather than bystanders by challenging bullying and inappropriate language or behaviour.

Our workshops have an impact:

- 96% of primary pupils said they would respect people who are different to them more.
- 83% of primary pupils and 52% of secondary students said they would feel more confident in challenging bullying or inappropriate language.
- 97% of school staff said the training increased their understanding of diversity and difference and how to tackle and prevent bullying.

In addition to delivering workshops, we develop invaluable educational resources for teachers, governors, parents/carers, and communities. Through a holistic approach to a young person's educational environment, we strive to create safe and inclusive spaces. With this collaborative method, we are empowering a future generation that understands, respects, and embraces people's differences.

This year, our Department for Education funded project focusing on all protected characteristics and areas of perceived difference, continued to be a success and inform the rest of our work and our strategic planning for the future.

The demand for all aspects of our work continues to grow which reaffirms the need for us to be bold with our strategic aims and our fundraising on an ongoing basis. As we grow to meet the ever-increasing demand for our work it is crucial that we put in place internal structures and systems to ensure that this growth is built on solid foundations.

We continue to take steps to diversify our income sources, seeking new corporate donors and partnerships. The prospect for the Charity's future looks promising in terms of growing income and reserves, although as a small charity we continue to recognise the challenges and risks we face in a difficult climate for fundraising.

We are incredibly proud of the ongoing life-changing impact of our work and are convinced that our mission is as important today as it was when we were founded in 2011.

Report of the Directors

for the year ended 31 August 2023

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 2023.

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 (FRS 102) issued in October 2019.

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

We deliver workshops for young people from early years through to higher education, provide training for school staff, governors, and parents/carers, and produce impactful educational resources. In our workshops, volunteer role models tell their stories of difference, diversity, and bullying. Consequentially, this builds connection and empathy, helping young people understand the impact their language and actions can have on others. This, in turn, empowers young people to be upstanders who challenge bullying and exclusionary language rather than bystanders.

Achievements and performance

Service delivery

School engagement and beneficiaries: This year saw Diversity Role Models build on the record performance in the prior year, again seeing us deliver to the largest number of beneficiaries in the charity's history. In our core delivery, we saw a large increase in demand for in-person workshops this year, which we supplemented through the digital delivery models developed in response to Covid-19 which both allowed us to reach more young people in more workshops than ever before.

Secondly, we continued to reach more young people and school staff through the ongoing successful delivery of the second year of our Department for Education funded Embracing

Difference, Ending Bullying Programme (a three-year programme running from April-March each year), we also saw a dramatic increase in the number of staff training sessions delivered.

Our delivery and beneficiaries for the year are:

	2023	2022	2021	2020
Schools	300	203	147	89
Individual Beneficiaries	40,752	30,257	10,553	15,164
Average Beneficiaries per School	136	149	72	170

Student workshop programme: We delivered more student workshops than ever before, reaching more young people than in any other year in our history. After reduced workshop numbers during the height of the Covid-19 pandemic we are pleased to have not just recovered but grown our reach significantly compared to pre-pandemic levels. A large number of funded projects allowed us to offer workshops free of charge to many schools which supported this growth, this included a funded project working in Further Education. Continuing from 2022, where for the first time we delivered a series of workshops to the same group of students over the course of an academic year, we also report the number of students reached in each workshop delivered as well as the number of individual students reached.

	2023	2022	2021	2020
Workshops	1,184	808	224	394
Students present in all Workshops delivered	34,470	27,562	9,093	12,166
Individual Students reached over the year	31,617	26,152	9,093	12,166

School staff and governor training programme: We saw another substantial increase in the delivery of our staff/governor training this year. This was driven by the project funded by the Department for Education's anti-bullying fund. The project focused on staff training delivery and ran throughout the whole financial year. We have been able to utilise digital delivery to reach schools we previously may not have been able to support and, through growing our regional hub model, we have expanded and cemented our presence in the North East, Yorkshire and Humber, North West, West Midlands, London, and the South East.

	2023	2022	2021	2020
Staff/Governor Sessions	209	110	56	140
Individual Staff/Governors	6,212	4,090	1,495	2,935

Parent and carer workshop programme: we delivered four parent/carers sessions this year:

	2023	2022	2021	2020
Parents/Carers Sessions	4	1	0	3
Individual Parents/Carers	70	15	0	63

Fundraising

As previously cited, the Department for Education project has been financially transformative for the Charity. This three-year project renews annually until early 2024 with each annual contract at an average of £225,000. This contract was the largest piece of funding the Charity has ever secured. The contract has allowed a refocus on a new fundraising strategy that will diversify our income, make us less reliant on a small number of generous donors, and seek to grow the Charity's turnover.

Corporate sponsors

During the year we continued to see our corporate donors moving away from unrestricted funding towards a model of clearly defined 'commissioning' of our delivery (restricted funds). Historically, we have benefitted from corporates donating a lump sum and encouraging us to deliver our objectives, this year we have seen a trend to more formal proposals, business cases and clearly defined project plans and targets. This financial year, as well as maintaining our existing relationships, we developed new partnerships with corporate donors. This remains our most significant source of income and we are extremely grateful to all the corporations who support us.

Trusts & Foundations

Only around £10,000 came from trusts and foundations this financial year via The Westminster Foundation. There are opportunities for the Charity to grow income from this area in the future.

Individual giving

We are grateful to all of our individual donors, who continue to support the charity and its objectives.

Events and other unrestricted funds

We were able to return to hosting in person fundraising events during the financial year, with two main events generating substantial donations for the charity. These events were supported by various corporate donors and sponsors.

In-kind support and donations

We have benefitted from specialist pro bono services from a number of people and organisations. Ongoing support provided by Nexer has been especially helpful. The publication of our Impact Report was supported by public relations work from Simon Brooke, Phil Kennedy, and proof reading by Chris and Maureen Miller.

In synopsis, thanks to the Department for Education contract, this financial year has been financially transformative for Diversity Role Models. The nature of that contract opens an opportunity to improve other parts of the fundraising strategy to future proof finances enabling sustained financial growth to fund the expansion of our charitable mission.

Staff and volunteers

Support from volunteers

The Trustees would like to extend a huge thank you to all our 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 and contributing to resource development is what makes our work so impactful. Volunteers are a vital part of our programme delivery and provide resource engagement via our Education Steering Group. We ended the year with 301 volunteer role models (2022: 293) and 38 volunteer facilitators (2022: 34). In support of our service delivery, our volunteers gave an estimated 1,107 (2022: 1,014) hours of their time.

During the period, we are also grateful to have received operational support from three volunteers (2022: four plus the Nexer team).

Patrons

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

Staff

The year saw further staff changes. Through the dedication and hard work of the entire team, charitable outputs and financial fundraising grew in spite of such changes. The Trustees thank all colleagues for their outstanding commitment to the Charity.

Financial review

Funds raised

Total income for the year was £872,238 (2022: £513,646); of which unrestricted income was £451,883 (2022: £238,005) and restricted income was £420,355 (2022: £275,641).

Expenditure

Total expenditure was £747,872 (2022: £531,543); of which unrestricted expenditure was £339,206 (2022: £230,404) and restricted expenditure was £408,667 (2022: £301,139).

This resulted in a surplus/deficit for the year of £124,366 (2022: deficit of £17,897).

Reserves policy

Diversity Role Models' 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 2023 was set at £324,396 in free reserves. At 31 August 2023, Diversity Role Models held £353,120 in free reserves.

Structure, governance and risk management

Governing document

Diversity Role Models 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 19 June 2024).

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 Diversity Role Models' voluntary Trustees was set out in the Articles of Association for the charity year. The minimum number of Trustees is five. The maximum number of Trustees is twelve. (Note that the maximum number of Trustees was increased to fifteen on 19 June 2024).

New Trustees were 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 was six consecutive years. A Trustee who had served for a maximum consecutive period allowed was not eligible for reappointment until one year had 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.

Diversity Role Models 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. 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, safeguarding, and additional responsibilities as well as the Trustee code of conduct. Trustees are required to acquaint themselves with Diversity Role Models' policies and procedures, strategic plan and budget, and its Articles of Association. Trustees are actively required to take up relevant training and development to fulfil their role and responsibilities to Diversity Role Models.

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 Trustees, taking into account the charity's financial position and the amount paid for comparable roles in comparable organisations. This is the case for all staff roles.

Risk assessment

Diversity Role Models regularly undertakes a review and assessment of risks, financial and non-financial, to which it is exposed in its current activities.

The Trustees have considered a summary of risks and have ensured that effective systems and controls exist to reduce internal risks and respond swiftly to external risks and minimise their impact. For this purpose, the Trustees maintain a risk register.

Risks are monitored continually by the management and reviewed 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:	Alexander Robert Ian Feis-Bryce
---------------------------------	---------------------------------

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:

Amanda Leigh Whiteside (until 27 June 2024)
Antonia Denise Belcher (until 13 November 2023)
Christopher Glenn Drennen (from 30 January 2024)
Christopher James Tune
Costandinos Andreou Kyriacou
Daniela Rosetta Grasso
Geffrye Ian Parsons (until 2 October 2023)
George Adam McCann (from 15 November 2023)
Hans Kenneth Svennevig (until 20 June 2024)
Heidi Amelia Mallace (from 6 September 2023)
James Nicholas Ford (until 13 November 2023)
Louise Michelle Trethewey (until 31 October 2023)
Scott Jack Sullivan (until 23 September 2023)
Stephen David Sutton (until 27 June 2024)
Symon Wheelhouse (from 27 June 2024)
Tamoor Ali (from 15 November 2023)
Vijayalutchmee Ersapah (until 10 October 2023)

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:

K C Fisher 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 period which 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: 28 June 2023

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 2023 which are set out on pages 14 to 28.

Responsibilities and basis of report

As the charity trustees of the company (and 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.



K C Fisher FCA

Date: 28 June 2023

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

Financial Statements

Statement of Financial Activities

for the year ended 31 August 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Income from:					
Donations and legacies	3	379,998	420,355	800,353	448,872
Charitable activities					
- Contributions from schools		68,685		68,685	61,115
Other trading activities		3,200		3,200	3,659
Total income		<u>451,883</u>	<u>420,355</u>	<u>872,238</u>	<u>513,646</u>
Expenditure on:					
Raising funds	4	102,772	-	102,772	55,832
Charitable activities	4	236,434	408,667	645,100	475,711
Total expenditure	4	<u>339,206</u>	<u>408,667</u>	<u>747,872</u>	<u>531,543</u>
Net income/(expenditure)		<u>112,677</u>	<u>11,689</u>	<u>124,366</u>	<u>(17,897)</u>
Transfer between funds		(319)	319		-
Funds brought forward		<u>240,762</u>	<u>32,907</u>	<u>273,669</u>	<u>291,566</u>
Fund balances carried forward		<u><u>353,120</u></u>	<u><u>44,915</u></u>	<u><u>398,035</u></u>	<u><u>273,669</u></u>

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 28 form part of these financial statements.

Balance Sheet

As at 31 August 2023

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets	7	1,496	3,309
		<u>1,496</u>	<u>3,309</u>
Current assets			
Debtors	8	184,007	137,882
Cash at bank and in hand		557,072	166,488
		<u>741,079</u>	<u>304,370</u>
Current liabilities			
Creditors falling due within one year	9	(344,540)	(34,010)
Net current assets		<u>396,539</u>	<u>270,360</u>
Total net assets		<u>398,035</u>	<u>273,669</u>
Funds			
Unrestricted	11	353,120	240,762
Restricted	11	44,915	32,907
Total funds		<u>398,035</u>	<u>273,669</u>

For the year ended 31 August 2023, 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:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- 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 28 form an integral part of these financial statements.

The financial statements were approved by the Directors on 28 June 2023.



Christopher Tune, Treasurer

Date: 28 June 2023

Cash Flow Statement

As at 31 August 2023

	2023 £	2022 £
Net cash generated from operating activities (see below)	390,583	(175,752)
Cash flow from investing activities		
Purchase of tangible fixed assets	-	(4,227)
(Decrease)/Increase in cash in the year	390,583	(179,979)
Cash brought forward	166,488	346,467
Cash carried forward	557,072	166,488
Analysis of cash		
Cash at bank	557,072	166,488

	2023 £	2022 £
Reconciliation of net income to net cash flow from operating activities		
Operating surplus on ordinary activities	124,366	(17,897)
Adjustments for non-cash items:		
Depreciation	1,813	3,172
(Increase)/Decrease in debtors	(46,126)	(125,566)
Increase/(Decrease) in creditors	310,530	(35,461)
Net cash generated from operating activities	390,583	(175,752)

The accompanying notes on pages 17 to 28 form an integral part of these financial statements.

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 10.

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.

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, 301 (2022: 293) volunteers supported the charity, in addition to the Trustees, volunteering for an estimated 1,107 (2022: 1,014) hours in total. Further details of the contribution made by volunteers can be found in the Report of the Directors.

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.

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.

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 £	2023 £	2022 £
Grants	34,738	420,355	455,094	275,641
Donations	243,967	-	243,967	159,451
Major DRM events	87,513	-	87,513	-
Gifts in kind	13,780	-	13,780	13,780
	<u>379,998</u>	<u>420,355</u>	<u>800,353</u>	<u>448,872</u>

In 2023 Grants included an amount of £247,355 (2022: £220,466) received from the Department for Education for a project working within schools on anti-bullying workshops and an amount of £125,000 (2022: £25,000) received from Lego.

4. Total expenditure

	Staff costs £	Direct costs £	Dep'n £	Support costs £	Total 2023 £	Total 2022 £
Raising funds	52,730	40,848		9,194	102,772	55,832
Charitable activities	427,986	163,202	1,813	52,099	645,100	475,711
	<u>480,716</u>	<u>204,050</u>	<u>1,813</u>	<u>61,293</u>	<u>747,872</u>	<u>531,543</u>

Direct costs

	Raising Funds £	Charitable Activities £	2023 £	2022 £
Staff costs	52,730	427,986	480,716	407,081
Advertising and marketing	25,757	-	25,757	2,317
Other fundraising costs	15,121	-	15,121	12,466
Miscellaneous costs		64	64	373
Miscellaneous staff costs		792	792	3,153
Monitoring and evaluation		3,780	3,780	3,780
Corporate delivery		16,200	16,200	-
Recruitment		3,059	3,059	2,859
Schools delivery				
- Advertising & marketing		35,507	35,507	12,030
- Facilitators		-	-	720
- Travel & subsistence		6,924	6,924	4,201
- Other delivery costs		-	-	4,613
Staff training		8,055	8,055	10,641
Travel & subsistence (non-delivery)		25,059	25,059	13,393
Volunteer expenses (non-delivery)		2,677	2,677	130
Web services		10,000	10,000	10,000
	<u>84,515</u>	<u>600,251</u>	<u>684,766</u>	<u>487,757</u>

Support costs

	Raising Funds £	Charitable Activities £	Total 2023 £	Total 2022 £
Accountancy	663	3,756	4,419	1,135
Insurance	186	1,055	1,241	1,195
Legal and consulting costs	486	2,754	3,240	-
IT costs	2,127	12,053	14,180	5,054
Office, stationery & postage	836	4,737	5,573	5,402
Rent	3,726	21,111	24,837	21,552
Subscriptions	352	1,997	2,359	1,255
Telephone	548	3,106	3,654	3,263
Governance costs:				
- Independent Examination	270	1,530	1,800	1,758
	<u>9,194</u>	<u>52,099</u>	<u>61,293</u>	<u>43,786</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 (2022: £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 (2022: £29,500). The charity has valued this at its value in use to the charity of £10,000 (2022: £10,000). This is considered to be a direct cost of charitable activities.

5. Net income/(expenditure)

	2023	2022
	£	£
The net income/(expenditure) for the year is stated after charging:		
Depreciation of tangible fixed assets	1,813	3,172
Independent examination (Myrus Smith Chartered Accountants)	1,800	1,758

6. Staff costs and emoluments

	2023	2022
	£	£
Wages and salaries	428,453	361,245
National insurance	36,291	31,467
Pension costs	15,973	14,369
	<u>480,716</u>	<u>407,081</u>
	<u><u>480,716</u></u>	<u><u>407,081</u></u>
	2023	2022
	Headcount	Headcount
The average number of staff employed by the charity during the year	12.4	12.1
	<u>12.4</u>	<u>12.1</u>

One employee received employee benefits (excluding employer pension costs) in the range of £80,000 - £90,000 (2022: one in the range of £70,000 - £80,000).

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

	2023	2022
	£	£
Aggregate compensation	87,585	74,097

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

7. Tangible assets

	Computer equipment £	Office equipment £	Total £
Cost			
As at 1 September 2022	21,948	2,187	24,135
Additions	-	-	-
As at 31 August 2023	<u>21,948</u>	<u>2,187</u>	<u>24,135</u>
Accumulated depreciation			
As at 1 September 2022	18,768	2,058	20,826
Charge for the year	1,684	129	1,813
As at 31 August 2023	<u>20,452</u>	<u>2,187</u>	<u>22,639</u>
Net book value			
As at 31 August 2023	<u>1,496</u>	<u>-</u>	<u>1,496</u>
As at 1 September 2022	<u>3,180</u>	<u>129</u>	<u>3,309</u>

All fixed assets are used for charitable purposes.

8. Debtors

	2023 £	2022 £
Accounts receivable	112,210	64,813
Other debtors	3,000	3,000
Prepayments and accrued income	68,797	70,069
	<u>184,007</u>	<u>137,882</u>

9. Creditors

	2023 £	2022 £
Amounts falling due within one year:		
Accounts payable	58,050	5,282
Accruals	17,856	9,899
Deferred income (note 10)	251,917	3,630
Payroll due to staff	34	34
PAYE payable	9,827	12,441
Pensions payable	6,856	2,724
	<u>344,540</u>	<u>34,010</u>

10. **Deferred income**

	2023	2022
	£	£
Opening balance	3,630	50,000
Deferred income received in the year	251,917	3,630
Amounts released	<u>(3,630)</u>	<u>(50,000)</u>
Balance carried forward	<u>251,917</u>	<u>3,630</u>

Deferred income in 2023 is funding received in advance from donors in respect of delivery which occurs after the financial year end. Deferred income in 2022 was funding received in advance for specific events.

11. Funds of the charity

	At 1 September 2022 £	Income £	Expenditure £	Transfers £	At 31 August 2023 £
Restricted					
Student workshops					
- North East hub	-	13,000	(13,319)	319	-
- Hammersmith & Fulham	-	-	-	-	-
- Westminster	175	-	-	-	175
- SouthWestminster	-	-	-	-	-
- North West hub	-	-	-	-	-
Department for Education	-	247,355	(247,355)	-	-
Aviva	-	-	(152)	-	(152)
PA Foundation	-	30,000	-	-	30,000
Lego	22,771	125,000	(147,771)	-	-
T.K. Maxx and Homesense Foundation	-	-	-	-	-
Reed Smith LLP	-	5,000	-	-	5,000
Westminster Foundation	9,511	-	(69)	-	9,442
London Community Response Fund	450	-	-	-	450
Born to be Proud	-	-	-	-	-
Total restricted	32,907	420,355	(408,667)	319	44,915
Unrestricted					
General funds	237,453	451,883	(337,393)	(319)	351,624
Designated funds:					
Fixed assets	3,309	-	(1,813)	-	1,496
Total unrestricted	240,762	451,883	(339,206)	(319)	353,120
Total funds	273,669	872,238	(747,872)	-	398,035

Restricted funds: are created from funds received in the form of grants and sponsorship for the delivery of services 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.

11. Funds of the charity (continued)

	At 1 September 2021 £	Income £	Expenditure £	Transfers £	At 31 August 2022 £
Restricted					
Student workshops					
- North East hub	26,000	-	(26,337)	337	-
- Hammersmith & Fulham	1,000	-	(1,000)	-	-
- Westminster	-	175	-	-	175
- SouthWestminster	-	-	-	-	-
- North West hub	-	-	-	-	-
Department for Education	-	220,466	(220,466)	-	-
Lego	15,000	25,000	(17,229)	-	22,771
LGBT Futures Fund	-	-	-	-	-
T.K. Maxx and Homesense Foundation	-	20,000	(20,000)	-	-
M&G Community Fund	1,600	-	(1,600)	-	-
Westminster Foundation	8,288	10,000	(8,777)	-	9,511
London Community Response Fund	-	-	450	-	450
Born to be Proud	6,180	-	(6,180)	-	-
Total restricted	58,068	275,641	(301,139)	337	32,907
Unrestricted					
General funds	231,244	238,005	(227,232)	(4,564)	237,453
Designated funds:					
Fixed assets	2,254	-	(3,172)	4,227	3,309
Total unrestricted	233,498	238,005	(230,404)	(337)	240,762
Total funds	291,566	513,646	(531,543)	-	273,669

Restricted funds: are created from funds received in the form of grants and sponsorship for the delivery of services 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.

12. **Other financial commitments**

At 31 August 2023, 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:

	2023 £	2022 £
Within one year	<u>12,747</u>	<u>10,776</u>

13. **Related party transactions**

The charity did not receive any donations from related parties that require disclosure (2022: none). The aggregate amount of all donations received from related parties was none (2022: £2,640).

14. **Trustee remuneration**

No Trustees during the year were reimbursed for travel expenses relating to the charity (2022: 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 (2022: 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.

16. Comparative information

	Unrestricted Funds £	Restricted Funds £	2022 £
Income from:			
Donations and legacies	193,231	255,641	448,872
Charitable activities			
- Contributions from schools	61,115	-	61,115
Other trading activities	3,659	-	3,659
Total income	258,004	255,641	513,646
Expenditure on:			
Raising funds	55,832	-	55,832
Charitable activities	194,572	289,139	475,710
Total expenditure	250,404	289,139	531,542
Net income/(expenditure)	7,601	(25,498)	(17,897)
Transfer between funds	(337)	337	-
Funds brought forward	233,498	58,068	291,566
Fund balances carried forward	240,762	32,907	273,669

17. **Analysis of net assets between funds**

	Fixed assets £	Current assets £	Current liabilities £	Net assets £
2023				
Unrestricted funds	-	696,164	(344,540)	351,624
Designated funds	1,496	-	-	1,496
Restricted funds	-	44,915	-	44,915
	<u>1,496</u>	<u>741,079</u>	<u>(344,540)</u>	<u>398,035</u>
At 31 August 2023	<u>1,496</u>	<u>741,079</u>	<u>(344,540)</u>	<u>398,035</u>

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

	Fixed assets £	Current assets £	Current liabilities £	Net assets £
2022				
Unrestricted funds	-	271,463	(34,010)	237,453
Designated funds	3,309	-	-	3,309
Restricted funds	-	32,907	-	32,907
	<u>3,309</u>	<u>304,370</u>	<u>(34,010)</u>	<u>273,669</u>
At 31 August 2021	<u>3,309</u>	<u>304,370</u>	<u>(34,010)</u>	<u>273,669</u>