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A Message From Our CEO

Building on the impact of our work from the previous year, we are incredibly proud to have delivered our inspiring, life-changing workshops to over 42,500 young people across the country in 2023/24. This takes the total number of young people we've reached since Diversity Role Models was founded in 2011 to almost 250,000, in more than 1,000 schools. We could not have achieved this or changed so many lives without the dedication of our brilliant staff and volunteers, as well as the unwavering support of our partners and donors.



Alex Feis-Bryce
(he/him)

Our delivery model is founded on best practice, and we use techniques to build empathy and maximise learning and engagement. We're confident that the content we deliver in the classroom has a significant and often life-changing impact to the young people taking part. Our impact was reinforced this year by the independent evaluation of our three-year 'Embracing Difference, Ending Bullying' project that was funded by the Department for Education (DfE). It showed that both young people and staff in schools felt more confident and equipped to tackle bullying after attending one of our workshops. 94% of school staff reported that they were more confident to make changes that will ensure their school is more inclusive after participating in one of our workshops.

The evaluation also included perhaps my favourite feedback from a student following a workshop: "Strong people stand up for themselves, but the strongest stand up for others". It beautifully captures the school environment we're striving to create. It is a reminder that our work doesn't just benefit the young people who might themselves be bullied for being LGBTQ+ or perceived as different; it also inspires all young people to embrace and support each other for who they are – qualities that are the foundations for a fairer, more compassionate society.

As well as demonstrating the quality and impact of our work, the evaluation also highlighted the ongoing need for interventions to prevent bullying based on perceived difference in schools. In secondary schools, for example, 32% of young people reported bullying based on sexuality and 31% based on gender expression – i.e., not behaving like a typical boy or girl.

Bullying can severely affect children and young people's education leading to decline in attendance and academic performance, mental health issues, and isolation or social withdrawal. It impacts everyone and can create a negative atmosphere within the classroom and school.

So, whilst we're rightly proud of our achievements in 2023/24, we're also humbled and spurred-on by the knowledge that there are so many schools and young people that haven't yet benefited from our work. Looking ahead to 2024/25, our focus is on deepening our impact.

I want to thank our staff and volunteers for their hard work and our funders for their crucial support. I also want to remind you all that bullying based on difference is still prevalent in schools. Our mission is far from over: we need your continued support to make our vision of a world where everyone embraces diversity and can thrive a reality.

Alex Feis-Bryce (he/him)
Chief Executive Officer

A Message From Our Chair

As Chair of Diversity Role Models, I am reflecting on a year of both progress and challenge. Our charity remains steadfast in its mission to prevent bullying and create inclusive school environments where all young people, regardless of their difference, can thrive.

This year, we directly reached over 42,500 young people, bringing total participation in our classroom workshops to nearly 250,000 since our founding in 2011. We have continued to deliver impactful workshops, train educators, and develop vital resources, ensuring that schools across the country are equipped to create cultures of inclusion. None of this would be possible without the commitment of our staff, volunteers, trustees, donors, and partners. To each of you, I extend my deepest gratitude.



Christopher Drennen
(he/him)

A key milestone this year was the completion of our highly successful Department for Education-funded project, *Embracing Difference, Ending Bullying*. Over three years, this transformational initiative provided vital anti-bullying interventions, equipping both students and staff with the confidence and knowledge to create safer, more inclusive schools. An independent evaluation conducted by experts at the National Council for Voluntary Organisations (NCVO) confirmed the deep impact of our work, with students and staff reporting increased confidence in addressing bullying and fostering inclusive environments. While this funding has now ended, its legacy will continue to shape our strategy moving forward.

At the same time, we have worked diligently to strengthen our governance and operational efficiency to ensure the long-term sustainability of our charity. We have enhanced our internal processes, refined our financial management, and reinforced our commitment to transparency and accountability. Our top priority is maintaining best practices in safeguarding, ensuring the utmost safety and well-being of everyone involved in our work, especially young people.

We must also acknowledge the broader challenges ahead. The political and economic landscape of 2023–2024 brought considerable uncertainty, including a freeze in UK government grants that previously supported anti-bullying and diversity initiatives, as well as increasing pressures and competition in the fundraising environment, particularly among corporate donors. While we remain steadfast in our mission, securing sustainable funding will be key to ensuring we can continue delivering our essential programmes to young people across the UK.

Therefore, my call to action to all our supporters is clear: we need your help to ensure that no young person misses out on the opportunity to feel seen, heard, and supported. Whether through donations, corporate partnerships, volunteering, or advocacy, your involvement is more critical than ever.

Thank you to everyone who has supported us on our journey so far. With your continued commitment, you can help us prevent bullying and be part of creating a generation that understands the meaning of respect, empathy, and inclusion.

Christopher Drennen (he/him)

Chair

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 over 1,000 schools, delivered sessions to over 200,000 young people, and trained over 25,000 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.

March 2024 saw the conclusion of our 3-year Department for Education-funded project. For this project we developed a broader strand of materials and workshops focusing on all protected characteristics and areas of perceived difference, which we have now added to our offering to schools and colleges.

Report of the Directors

For the year ended 31st August 2024

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 31st August 2024.

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.

Chapter 1

Objectives & Activities



1.1 Objectives

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
3. Promoting activities to **foster understanding between people from diverse backgrounds**.

1.2 Activities

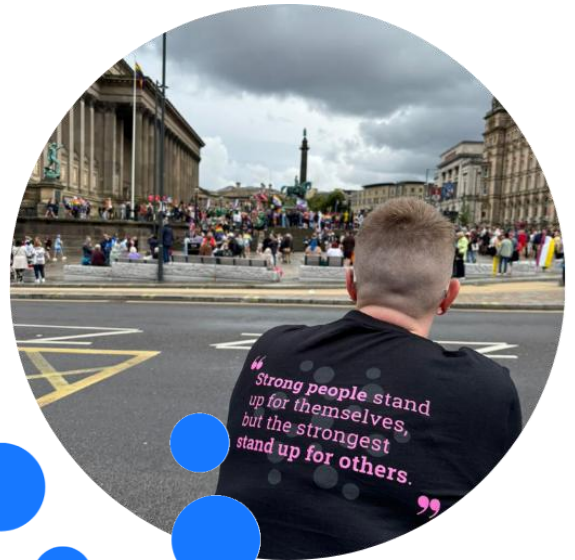
We deliver tailored workshops for young people from early years through to further education that focus on developing empathy and sharing lived experiences in a developmentally appropriate way. In addition to this, we provide training for school staff, governors and, increasingly, parents and carers, to help bring our work beyond just the classroom. We also have an extensive range of impactful educational resources that can be used in the schools from early years to post-16 education and to help support school staff and parents and carers too.

In all our sessions, volunteer Role Models share their personal experiences with difference and bullying, to help build empathy and create a lasting impact, both during and after the sessions. These lived experiences help both adults and students understand the power of language, and for educators, highlight the importance of diverse and inclusive representation in teaching materials and lessons.

All this work helps to encourage young people to foster safe and inclusive spaces in their communities and to challenge harmful language and stereotypes by being upstanders.

Chapter 2

Impact & Performance

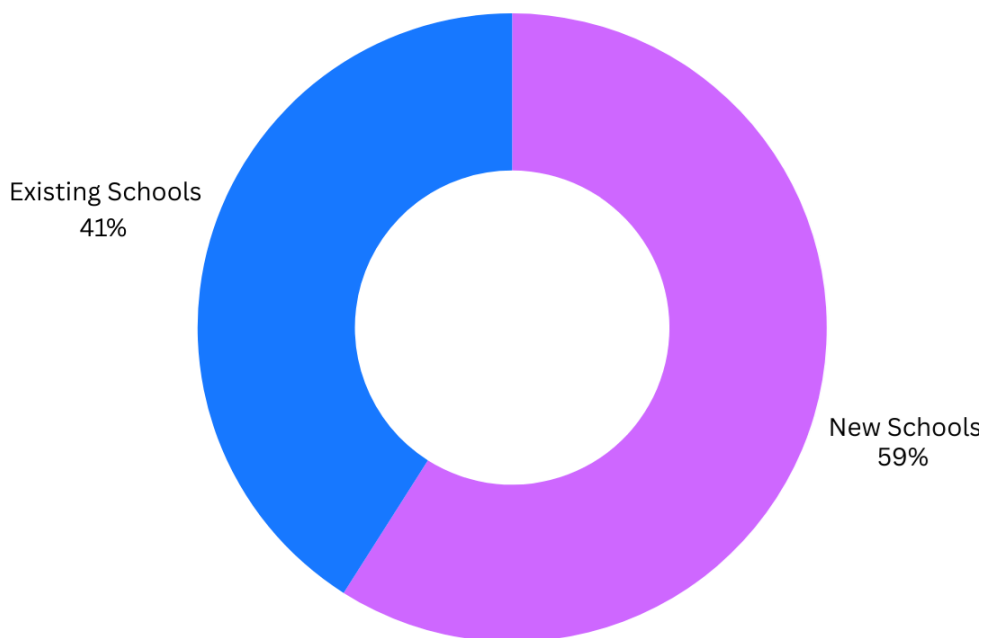


2.1 Service Delivery

Following record delivery the previous year, Diversity Role Models reached the largest number of beneficiaries since the charity began in 2011.

We also worked with 67% more schools than the previous year, 158 of which were new to Diversity Role Models and had no bookings in the previous two fiscal years.

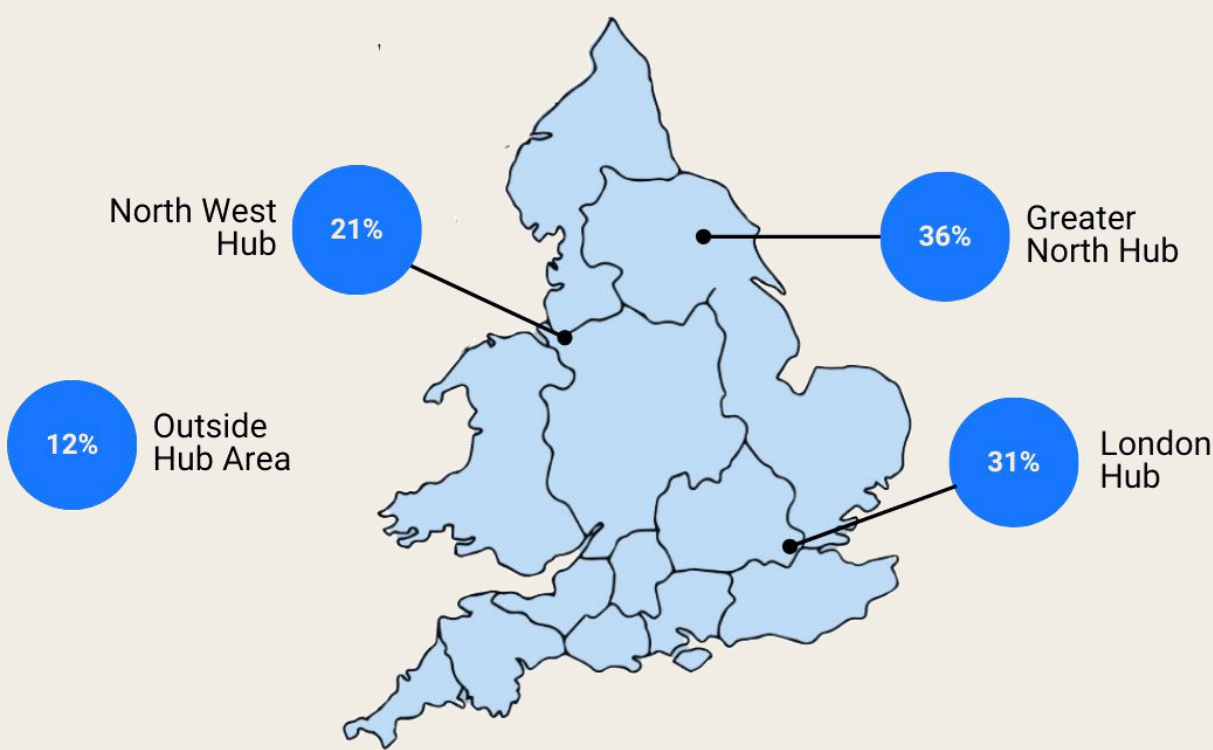
At the same time, with the conclusion of the Department for Education project in March 2024, funding for staff sessions was reduced, resulting in fewer staff sessions being provided compared to the previous year when the project was running.



2.1.1 Our Delivery and Beneficiaries

	2024	2023	2022	2021
Number of Schools	268	300	203	147
Number of Individual Beneficiaries	45,323	40,752	30,247	10,553
Average Beneficiaries per School	169	136	149	72

2.1.1.1 Our Delivery Reach



2.1.2 Student Workshop Programme

The number of student workshops, and consequently the number of young people reached, has risen again this past year. The demand for our work is ever increasing and attendance in sessions has continued to be strong.

	2024	2023	2022	2021
Number of Workshops	1,389	1,184	808	224
Total students present in all workshops delivered	43,573	34,470	27,562	9,093

2.1.3 School Staff and Governor Training Programme:

Our Department for Education funded project Embracing Difference, Ending Bullying ended in March 2024, marking the end of the largest staff training funding we have received.

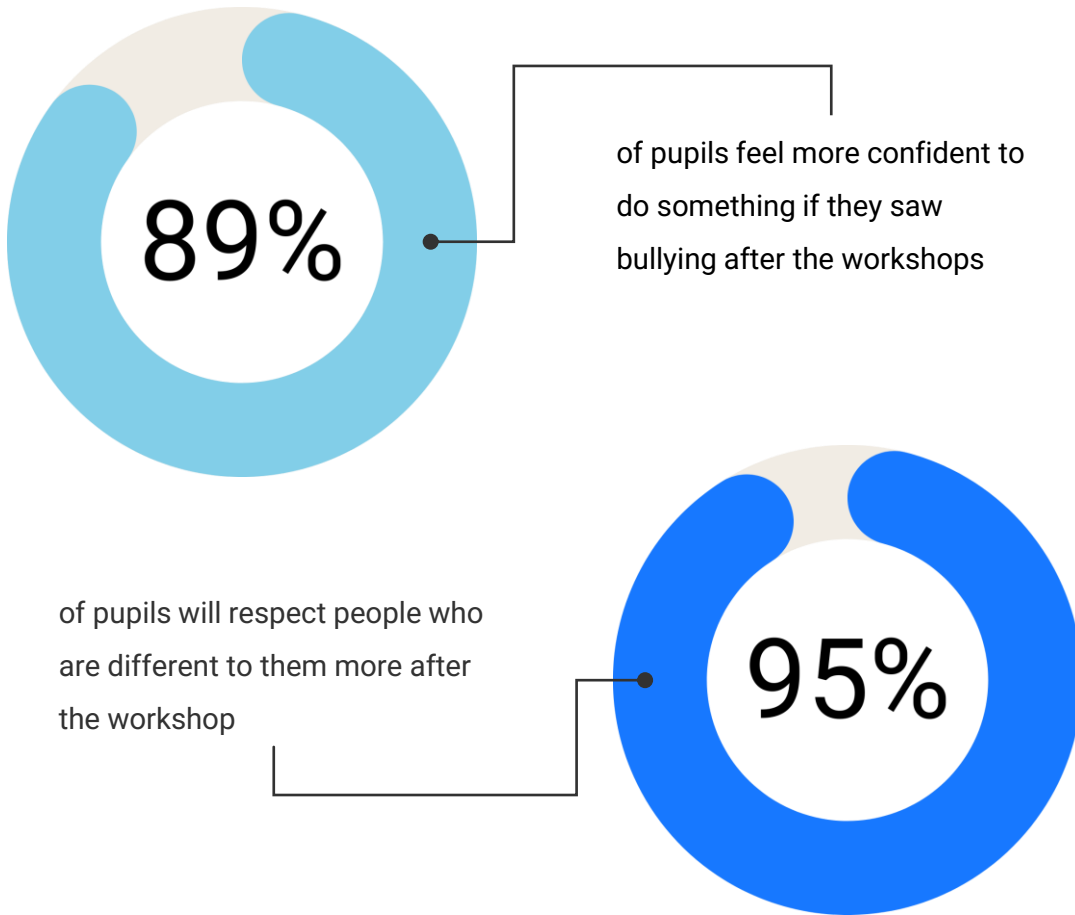
	2024	2023	2022	2021
Number of Staff/Governor Sessions	108	209	110	56
Number of individual Staff/Governors reached	3,945	6,212	4,090	1,495

2.1.4 Parent/Carer Workshop Programme:

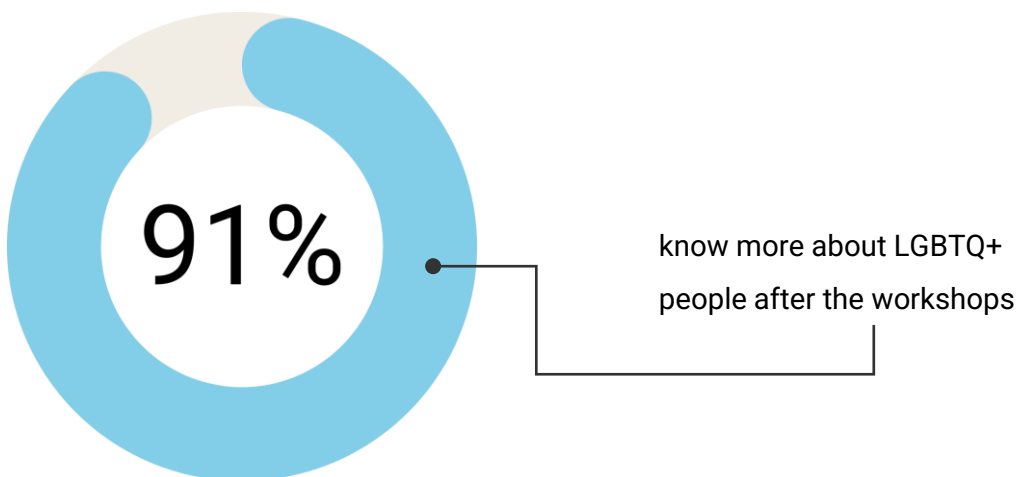
	2024	2023	2022	2021
Number of Parent/Carer Sessions	9	4	1	0
Number of individual Parent/Carers reached	25	70	15	0

2.1.5 Impacts & Outcomes of Our Work

Primary



Secondary



2.2 Fundraising

As previously cited, our Department for Education project and funding concluded in March 2024, marking the end of the largest funded project our charity has received to date. Therefore, we have proactively sought alternative funding streams from a diverse range of sources to ensure the sustainability of our work. Our focus remains on maintaining accessibility, particularly for schools where financial barriers may otherwise prevent their ability to engage with our work.

2.2.1 Corporate Sponsors

Corporate partnerships remain the cornerstone of our funding strategy, primarily through restricted fund delivery grants. We take pride in maintaining transparent relationships with our corporate partners, providing interim and final reports that demonstrate both qualitative and quantitative impact. These reports showcase the tangible differences their investments make, from capturing meaningful feedback from students and staff to highlighting the expanding reach of our programmes across schools nationwide.

As our most significant source of income, corporate sponsorship has enabled us to achieve remarkable outcomes this year. We are profoundly grateful to each organisation that has chosen to partner with us, helping transform young lives through our work.

2.2.2 Trusts & Foundations

Around £70,000 of our income came from Trust & Foundations this year, a significant increase on last year's figure. We have continued to explore this area of funding, and we have ambitious targets in this area moving forward.

2.2.3 Individual Giving

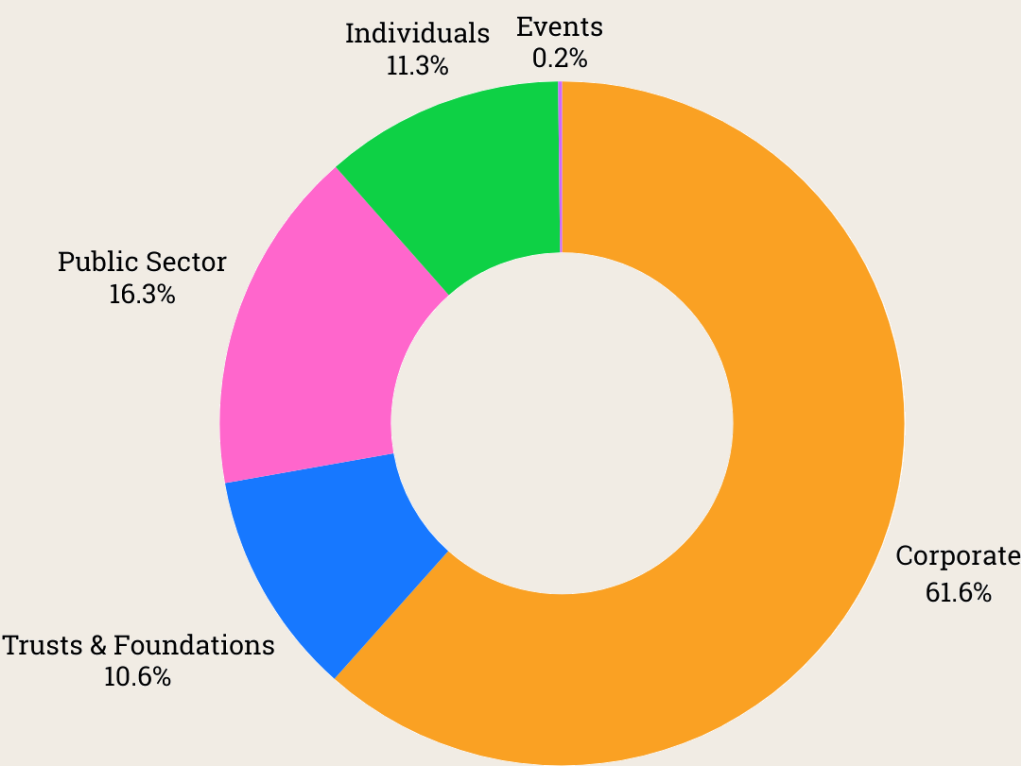
We are grateful to continue to have incredible individual donors through regular monthly giving or through bucket shakes and one-off donations at events and through our website. Looking to the future, we are hoping to improve the experiences for our individual donors in the next financial year.

2.2.4 Events & Other Unrestricted Funds

Although we did not host any of our own events this year, we had the privilege of attending several organised by partner organisations.

2.2.5 In-Kind Support and Donations

We continue to benefit from pro bono specialist support from a number of people and organisations. The support from which has a huge impact on what we are able to achieve. Nexer have continued to be an incredible partner of ours.



2.3 Staff & Volunteers

2.3.1 Volunteers

The Trustees would like to extend a huge thank you to all of our volunteers, whether that be those that support us in the classroom or behind the scenes. We simply would not be able to do the incredible work that we do without them. The impact of their stories in the classrooms brings alive the sessions and helps to build lasting empathy for the young people and staff we work with.

Our volunteers also continue to help us shape the work that we do with our Education Steering Group.

At the end of the year, we finished with 314 volunteer Role Models (301 the previous year) and 24 volunteer Facilitators (34 in 2023). Our volunteers have given an estimated 1,280 hours of their time (1,107 in 2023).

2.3.2 Patrons & Ambassadors

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

2.3.3 Staff

We had 13 members of staff in 2023/2024 across both our Education and Operations Teams.

The Trustees thank all colleagues for their outstanding commitment to the Charity.



Chapter 3

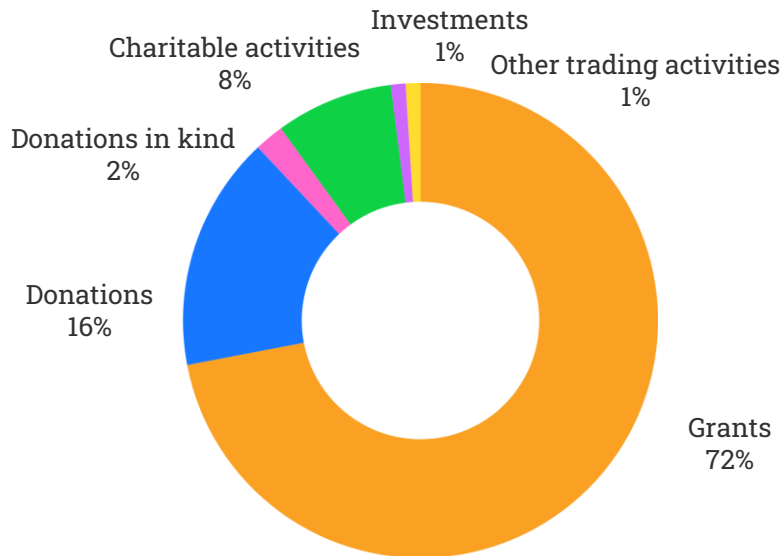
Financial Review



3.0 Financial review

Funds raised

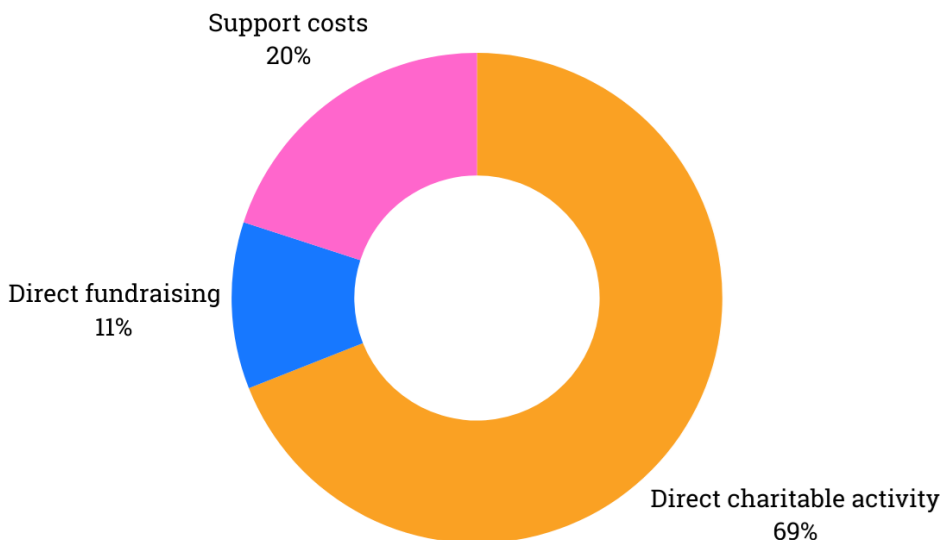
Total income for the year was £732,037 (2023: £872,238) of which unrestricted income was £219,270 (2023: £451,883).



Expenditure

Total expenditure for the year was £776,635 (2023: £747,872) of which unrestricted expenditure was £218,953 (2023: £339,206).

This resulted in a deficit in year of £44,598 (2023: surplus of £124,366).



Reserves

Diversity Role Models' reserves policy establishes the approach to holding and managing reserves to ensure the financial stability of the Charity, especially during periods of income volatility or other financial stress. The Trustees have set the target level of reserves to be equivalent to six months of operating expenses less any income received in advance for that period.

The target minimum level of reserves for 31 August 2024 was set at £337,162 (2023: £324,396). At 31 August 2024, Diversity Role Models held £353,437 (2023: £351,624) in reserves which meets this target.

Chapter 4

Structure, Governance & Management



4.1 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).

4.2 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.



4.3 Recruitment & 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 fifteen.

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.



4.4 Trustee Induction & 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.

Due to the number of additional Trustees appointed in the last year, additional orientation sessions across all areas of the charity have taken place to ensure all Trustees feel confident in performing their duties. Trustees are also able to attend our sessions in school across the country to see the impact of our work in action.

4.5 Organisational Structure & 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.

4.6 Remuneration of Key Management Personnel

The remuneration of the charity's key management personnel, the Chief Executive Officer, is set by the Trustees, considering the charity's financial position and the amount paid for comparable roles in comparable organisations. This is the case for all staff roles.



4.7 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.

Chapter 5

Reference & Administrative Details



5.1 Charity 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



5.1.1 Trustees & 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 27.06.2024)

Antonia Denise Belcher (until 13.11.2023)

Christopher Glenn Drennen (from 30.01.2024)

Christopher James Tune (until 27.12.2024)

Costandinos Andreou Kyriacou (from
25.09.2023)

Daniel Patrick Hughes (from 24.07.2024)

Daniela Rosetta Grasso

Dena Tahmasebi (from 24.07.2024)

Geffrye Ian Parsons (until 02.10.2023)

George Adam McCann (from 15.11.2023)

Hans Kenneth Svennevig (until 20.06.2024)

Heidi Amelia Mallace (from 06.09.2023)

James Nicholas Ford (until 13.11.2023)

Jose Leonardo Plata Martinez (from
24.07.2024)

Kelly Anne Higson (from 24.07.2024)

Louise Michelle Trethewey (until 31.10.2023)

Neil Russell Feinson (from 24.07.2024)

Ross Donald McKellar (from 24.07.2024)

Scott Jack Sullivan (until 23.09.2023)

Stephen David Sutton (until 27.06.2024)

Symon Wheelhouse (from 27.06.2024)

Tamoor Ali (until 07.11.2024)

Vijayalutchmee Ersapah (until 10.10.2023)

5.1.2 Bankers

Lloyds Bank

Kilburn Branch

106 Kilburn High Road

London NW6 4HY

Metro Bank PLC

One Southampton Row

London WC1B 5HA

Wise Payments Limited

65 Clifton Street

London EC2A 4JE

Soldo Ltd

119 Marylebone Rd

London NW1 5PU

PayPal

Ballycoolin Business Park Ballycoolin Road

Blanchardstown

Dublin 15

Ireland

Stripe Payments UK Ltd

9th Floor

107 Cheapside

London EC2V 6DN

NatWest

36 St Andrew Square

Edinburgh

EH2 2YB

5.2 Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

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 affairs of the charitable company and of the excess of expenditure over income for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue its activities.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect 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 UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In addition, the trustees confirm that they are happy that content of the annual review in pages 5 to 31 of this document meet the requirements of both the Trustees' Annual Report under charity law and the Directors' Report under company law.

They also confirm that the financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland second edition (effective 1 January 2019).

Preparation of the report

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006, and the exemptions available for smaller charities under the Statement of Recommended Practice.

This report was approved and authorised for issue by the Board of Trustees on 15 May 2025 and signed on its behalf by:

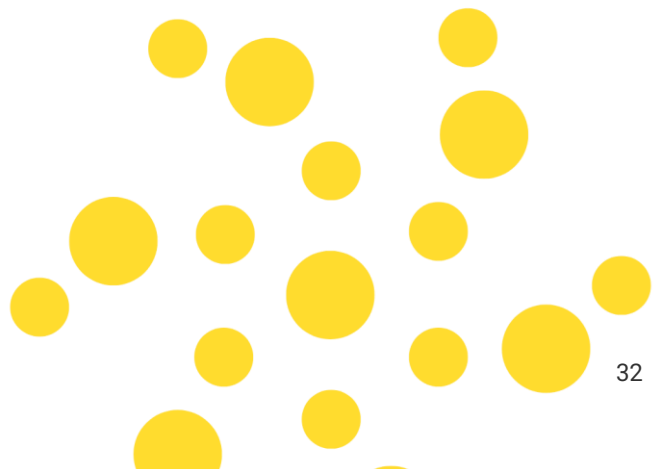


Christopher Drennen

Chair of the Board of Trustees

Chapter 6

Independent examiners report



6.0 Independent examiner's report

I report to the Trustees on my examination of the accounts of Diversity Role Models (charity number 1142548, company number 07640644) for the year ended 31 August 2024 which are set out on pages 36 to 51.

Respective responsibilities of trustees and examiner

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act'). The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 ('the 2011 Act') nor under Part 16 of the 2006 Act, and that an independent examination is needed.

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, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and,
- to state whether particular matters have come to my attention.

This report, including my statement, has been prepared for and only for the Charity's Trustees as a body. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body for my examination work, for this report, or for the statements I have made.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

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 & Wales, which is one of the listed bodies.

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

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or,
- the accounts do not accord with those records; or,
- 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,
- 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.



Bianca Permal FCA

Fellow of the Institute of Chartered Accountants in England and Wales

Dated: 22 May 2025

Dux Advisory Limited
Kennel Club House
Gatehouse Way
Aylesbury
Buckinghamshire
HP19 8DB

Chapter 7

Financial Statements



7.1 Statement of financial activities

For year ended 31 August 2024

	Notes	Unrestricted Funds Year ended 31-Aug-24 £	Restricted Funds Year ended 31-Aug-24 £	Total Funds Year ended 31-Aug-24 £	Total Funds Year ended 31-Aug-23 £
Income from					
Donations and legacies	3	141,844	512,767	654,611	800,353
Charitable activities	4	60,273	-	60,273	68,685
Other trading activities		9,375	-	9,375	3,200
Investments		7,778	-	7,778	-
Total income		219,270	512,767	732,037	872,238
Expenditure on					
Raising funds	5 & 6	107,053	-	107,053	102,772
Charitable activities	5 & 7	111,900	557,682	669,582	645,100
Total expenditure		218,953	557,682	776,635	747,872
Net income/(expenditure)		317	(44,915)	(44,598)	124,366
Transfers between funds	12	-	-	-	-
Movement in funds		317	(44,915)	(44,598)	124,366
Reconciliation of funds					
Funds brought forward	12 & 13	353,120	44,915	398,035	273,669
Funds carried forward	12 & 13	353,437	-	353,437	398,035

The notes on pages 39 to 51 form part of the financial statements

7.2 Balance sheet

As at 31 August 2024

	Notes	£	Total Funds 31-Aug-24 £	Total Funds 31-Aug-23 £
Fixed assets				
Tangible fixed assets	9		-	1,496
Current assets				
Debtors and prepayments	10	37,188	184,007	
Cash at bank and in hand		427,556	557,072	
Total current assets		464,744	741,079	
Creditors				
Amounts falling due within one year	11	(111,307)	(344,540)	
Net current assets			353,437	396,539
Net assets			353,437	398,035
Funds of the charity				
Restricted funds	12 & 13		-	44,915
Unrestricted funds				
Designated funds	12 & 13	-	1,496	
General funds	12 & 13	353,437	351,624	
Unrestricted funds			353,437	353,120
Total funds			353,437	398,035

The notes on pages 39 to 51 form part of the financial statements

The financial statements have been prepared in accordance with section 415A of the Companies Act 2006 relating to small companies and FRS 102 Section 1A.

The charitable company is entitled to exemption from audit under section 477 of the Companies Act 2006 for the year ended 31 August 2024, and the members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 August 2024 under section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

They were approved and authorised for issue by the Board of Trustees on 15 May 2025 and signed on their behalf by:



Christopher Drennen

Chair of the Board of Trustees

7.3 Statement of cash flows

For year ended 31 August 2024

	£	Total Funds Year ended 31-Aug-24 £	£	Total Funds Year ended 31-Aug-23 £
Cash flows from operating activities:				
Net income/(expenditure) for period as per SOFA		(44,598)		124,366
Adjustments for:				
Depreciation charges	1,496		1,813	
Investment income	(7,778)		-	
(Increase)/decrease in trade receivables	99,450		(47,397)	
(Increase)/decrease in prepayments	(787)		(732)	
(Increase)/decrease in accrued income	49,356		2,004	
	-		-	
(Increase)/decrease in other debtors	(1,200)		-	
Increase/(decrease) in trade creditors	(57,211)		52,768	
Increase/(decrease) in accruals	(10,690)		7,957	
Increase/(decrease) in deferred income	(166,023)		248,287	
Increase/(decrease) in HMRC payable	2,079		(2,614)	
Increase/(decrease) in pension payable	(1,551)		4,132	
Increase/(decrease) in other creditors	163		-	
		(92,696)		266,218
Net cash flows from operating activities		(137,294)		390,584
Cash flows from investing activities:				
Investment income	7,778		-	
Net cash flows from investing activities		7,778		-
Change in cash and cash equivalents in period		(129,516)		390,584
Cash and cash equivalents at the beginning of the period		557,072		166,488
Cash and cash equivalents at the end of the period		427,556		557,072

The notes on pages 39 to 51 form part of the financial statements

7.4 Notes to the financial statements

For year ended 31 August 2024

1. Accounting policies

Basis of preparation of the financial statements

The financial statements have been prepared in accordance with 'Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition (effective 1 January 2019)', the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

The effect of any event relating to the year ended 31 August 2024, which occurred before the date of approval of the financial statements by the Board of Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 August 2024 and the results for the year ended on that date.

The functional currency of the Charity is sterling and amounts in the financial statements are rounded to the nearest pound.

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

Going concern

The financial statements have been prepared on the going concern basis as the Board of Trustees have a reasonable expectation that future reserves and future income is more than sufficient to meet current commitments. There are no material uncertainties that impact this assessment, and the ongoing economic environment has had no material impact on this assessment.

1. Accounting policies (continued from previous page)

Legal status

Diversity Role Models is a charitable company registered in England & Wales and meets the definition of a public benefit entity. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member. The registered address is St Anne's Church, 55 Dean Street, London, W1D 6AF.

Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds are unrestricted funds which have been designated for a specific purpose by the Trustees. The aim and use of each designated fund is set out in note 12 of the financial statements.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in note 12 of the financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance indicators attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Donations are recognised in full in the Statement of Financial Activities when entitled, receipt is probable and when the amount can be quantified with reasonable accuracy. Gift aid receivable is included when claimable.

Grant income is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless the grant relates to a future period, in which case it is deferred.

1. Accounting policies (continued from previous page)

Income (continued from previous page)

Income from charitable activities, including contract income and client fees, is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless it relates to a specific future period or event, in which case it is deferred.

Interest is recorded in the period in which it relates to.

Expenditure and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Indirect costs, including governance costs, which cannot be directly attributed to activities, are allocated proportionate to total direct costs allocated to each project area, as outlined in note 5 of the financial statements.

Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their residual value, over their useful life, on the following basis:

Computer equipment	3 years
Office equipment	5 years

Cash at bank and in hand

Cash at bank and in hand includes cash in hand, deposits with banks and funds that are readily convertible into cash at, or close to, their carrying values but are not held for investment purposes.

1. Accounting policies (continued from previous page)

Debtors and prepayments

Trade and other debtors are recognised at the settlement amount after any trade discount is applied. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and accruals

Creditors are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party, and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments

Basic financial instruments are measured at amortised cost other than investments which are measured at fair value.

Pensions

The Charity operates a defined contribution pension scheme which is administered by an external independent pension provider. Contributions are recognised in the Statement of Financial Activities as they fall due.

Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Critical estimates and judgements

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The annual depreciation charge for tangible fixed assets is sensitive to changes in useful economic lives and residual values of assets. In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2. Comparative statement of financial activities

		Unrestricted Funds Year ended 31-Aug-23 £	Restricted Funds Year ended 31-Aug-23 £	Total Funds Year ended 31-Aug-23 £
	Notes			
<i>Income from</i>				
Donations and legacies	3	379,998	420,355	800,353
Charitable activities	4	68,685	-	68,685
Other trading activities		3,200	-	3,200
<i>Total income</i>		<u>451,883</u>	<u>420,355</u>	<u>872,238</u>
<i>Expenditure on</i>				
Raising funds	5 & 6	102,772	-	102,772
Charitable activities	5 & 7	236,434	408,666	645,100
<i>Total expenditure</i>		<u>339,206</u>	<u>408,666</u>	<u>747,872</u>
<i>Net income/(expenditure)</i>		<u>112,677</u>	<u>11,689</u>	<u>124,366</u>
Transfers between funds	12	(319)	319	-
<i>Movement in funds</i>		<u>112,358</u>	<u>12,008</u>	<u>124,366</u>
<i>Reconciliation of funds</i>				
Funds brought forward	12 & 13	240,762	32,907	273,669
<i>Funds carried forward</i>	12 & 13	<u>353,120</u>	<u>44,915</u>	<u>398,035</u>

3. Income from donations and legacies

	Unrestricted Funds Year ended 31-Aug-24 £	Restricted Funds Year ended 31-Aug-24 £	Total Funds Year ended 31-Aug-24 £
Grants	12,500	512,767	525,267
Donations	115,564	-	115,564
Donations in kind (see note 18)	13,780	-	13,780
	141,844	512,767	654,611

	Unrestricted Funds Year ended 31-Aug-23 £	Restricted Funds Year ended 31-Aug-23 £	<i>Total Funds Year ended 31-Aug-23 £</i>
Grants	34,738	420,355	<i>455,093</i>
Donations	243,967	-	<i>243,967</i>
Major DRM events	87,513	-	<i>87,513</i>
Donations in kind (see note 18)	13,780	-	<i>13,780</i>
	<i>379,998</i>	<i>420,355</i>	<i>800,353</i>

Income from grants includes £107,944 (2023: £247,355) received from the Department of Education for a project working within schools on anti-bullying workshops, and an amount of £201,250 (2023: £125,000) from Lego.

4. Income from charitable activities

	Unrestricted Funds Year ended 31-Aug-24 £	Restricted Funds Year ended 31-Aug-24 £	Total Funds Year ended 31-Aug-24 £
Educational institutions	47,323	-	47,323
Corporates	12,950	-	12,950
	60,273	-	60,273

	Unrestricted Funds Year ended 31-Aug-23 £	Restricted Funds Year ended 31-Aug-23 £	<i>Total Funds Year ended 31-Aug-23 £</i>
Educational institutions	68,685	-	<i>68,685</i>
	<i>68,685</i>	<i>-</i>	<i>68,685</i>

5. Total expenditure

	Staff costs	Other direct costs	Support costs	Total costs
	Year ended	Year ended	Year ended	Year ended
	31-Aug-24	31-Aug-24	31-Aug-24	31-Aug-24
	£	£	£	£
Raising funds	69,040	16,308	21,705	107,053
Charitable activities	453,457	80,366	135,759	669,582
	522,497	96,674	157,464	776,635

	Staff costs	Other direct costs	Support costs	Total costs
	Year ended	Year ended	Year ended	Year ended
	31-Aug-23	31-Aug-23	31-Aug-23	31-Aug-23
	£	£	£	£
Raising funds	52,730	40,848	9,194	102,772
Charitable activities	427,986	165,015	52,099	645,100
	480,716	205,863	61,293	747,872

Support costs, including governance costs, which cannot be directly attributed to activities, were allocated between cost centres proportionate to the direct staff and other costs allocated to those activities.

An analysis of costs of raising funds split between restricted and unrestricted funds can be found in note 6.

An analysis of charitable activities split between restricted and unrestricted funds can be found in note 7.

	Total costs	Total costs
	Year ended	Year ended
	31-Aug-24	31-Aug-23
	£	£
Staff support costs	37,844	-
Advisors and consultants	52,680	7,659
Operations infrastructure	51,381	49,485
Marketing and events	11,918	-
Independent examination	2,520	1,800
Other	1,121	2,349
	157,464	61,293

6. Expenditure on raising funds

	Unrestricted Funds	Restricted Funds	Total Funds
	Year ended 31-Aug-24	Year ended 31-Aug-24	Year ended 31-Aug-24
	£	£	£
Staff costs	69,040	-	69,040
Other direct costs	16,308	-	16,308
Support costs	21,705	-	21,705
	107,053	-	107,053

	Unrestricted Funds	Restricted Funds	Total Funds
	Year ended 31-Aug-23	Year ended 31-Aug-23	Year ended 31-Aug-23
	£	£	£
Staff costs	52,730	-	52,730
Other direct costs	40,848	-	40,848
Support costs	9,194	-	9,194
	102,772	-	102,772

7. Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds
	Year ended 31-Aug-24	Year ended 31-Aug-24	Year ended 31-Aug-24
	£	£	£
Staff costs	75,781	377,676	453,457
Other direct costs	13,431	66,935	80,366
Support costs	22,688	113,071	135,759
	111,900	557,682	669,582

	Unrestricted Funds	Restricted Funds	Total Funds
	Year ended 31-Aug-23	Year ended 31-Aug-23	Year ended 31-Aug-23
	£	£	£
Staff costs	156,860	271,126	427,986
Other direct costs	60,479	104,536	165,015
Support costs	19,095	33,004	52,099
	236,434	408,666	645,100

8. Staff costs

	Total costs Year ended 31-Aug-24 £	<i>Total costs Year ended 31-Aug-23 £</i>
Gross salaries	466,171	428,453
Employers NIC	38,430	36,291
Employers pension	14,919	15,972
Other benefits	2,977	-
	522,497	480,716

The average headcount during the period was 12 persons (2023: 12 persons).

No individual employees received employee benefits of more than £60,000 (2023: one employee in the range of £80,000 to £89,999).

The total employee benefits paid to key management personnel during the year was £80,739 (2023: £87,585).

9. Tangible fixed assets

	Computer equipment £	Office equipment £	Total £
Cost			
As at 1 September 2023	21,948	2,187	24,135
Disposals	(17,167)	(1,507)	(18,674)
As at 31 August 2024	4,781	680	5,461
Accummulated depreciation			
As at 1 September 2023	20,452	2,187	22,639
Charge for the year	1,496	-	1,496
Disposals	(17,167)	(1,507)	(18,674)
As at 31 August 2024	4,781	680	5,461
Net book value			
As at 1 September 2023	1,496	-	1,496
As at 31 August 2024	-	-	-

10. Debtors and prepayments

	Total 31-Aug-24 £	<i>Total 31-Aug-23 £</i>
Accounts receivable	12,760	112,210
Prepayments	3,893	3,106
Accrued income	16,335	65,691
Premises deposit	3,000	3,000
Other debtors	1,200	-
	37,188	184,007

11. Creditors – amounts falling due in less than one year

	Total 31-Aug-24 £	<i>Total 31-Aug-23 £</i>
Accounts payable	839	58,050
Accruals	7,166	17,856
Deferred income	85,894	251,917
HMRC payable	11,906	9,827
Pension payable	5,305	6,856
Other creditors	197	34
	111,307	344,540

Deferred income consists of the following grant income amounts:

	Total Year ended 31-Aug-24 £	<i>Total Year ended 31-Aug-23 £</i>
Balance brought forward	251,917	3,630
Income released during the year	(251,917)	(3,630)
Income received during the year	85,894	251,917
Balance carried forward	85,894	251,917

12. Analysis of charity funds

	Total funds as of 1 September 2023 £	Income for the period £	Expenditure in the period £	Transfers between funds £	Total funds as of 31 August 2024 £
Restricted					
Student workshops					
- North East hub	-	-	-	-	-
- Westminster	175	-	(175)	-	-
- All	-	161,573	(161,573)	-	-
Department for Education	-	107,944	(107,944)	-	-
Aviva	(152)	12,000	(11,848)	-	-
PA Foundation	30,000	20,000	(50,000)	-	-
Lego	-	201,250	(201,250)	-	-
Reed Smith LLP	5,000	-	(5,000)	-	-
Westminster Foundation	9,442	10,000	(19,442)	-	-
London Community Response Fund	450	-	(450)	-	-
Restricted	44,915	512,767	(557,682)	-	-
Unrestricted					
Designated funds					
Fixed assets	1,496	-	(1,496)	-	-
General funds	351,624	219,270	(217,457)	-	353,437
Unrestricted	353,120	219,270	(218,953)	-	353,437
Total funds	398,035	732,037	(776,635)	-	353,437

Restricted funds – these 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. The new category under student workshops of ‘all’ consists of a large number of small funds – a full list is available from the charity in request.

Designated 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. Analysis of charity funds (continued from previous page)

	Total funds as of 1 September 2022 £	Income for the period £	Expenditure in the period £	Transfers between funds £	Total funds as of 31 August 2023 £
<i>Restricted</i>					
Student workshops					
- North East hub	-	13,000	(13,319)	319	-
- Westminster	175	-	-	-	175
Department for Education	-	247,355	(247,355)	-	-
Aviva	-	-	(152)	-	(152)
PA Foundation	-	30,000	-	-	30,000
Lego	22,771	125,000	(147,771)	-	-
Reed Smith LLP	-	5,000	-	-	5,000
Westminster Foundation	9,511	-	(69)	-	9,442
London Community Response Fund	450	-	-	-	450
<i>Restricted</i>	32,907	420,355	(408,666)	319	44,915
<i>Unrestricted</i>					
Designated funds					
Fixed assets	3,309	-	(1,813)	-	1,496
General funds	237,453	451,883	(337,393)	(319)	351,624
<i>Unrestricted</i>	240,762	451,883	(339,206)	(319)	353,120
<i>Total funds</i>	273,669	872,238	(747,872)	-	398,035

13. Analysis of net assets

	Unrestricted Funds 31-Aug-24 £	Restricted Funds 31-Aug-24 £	Total Funds 31-Aug-24 £
Current assets	378,850	85,894	464,744
Current liabilities	(25,413)	(85,894)	(111,307)
	353,437	-	353,437
	Unrestricted Funds 31-Aug-23 £	Restricted Funds 31-Aug-23 £	Total Funds 31-Aug-23 £
Fixed assets	1,496	-	1,496
Current assets	696,164	44,915	741,079
Current liabilities	(344,540)	-	(344,540)
	353,120	44,915	398,035

14. Analysis of net debt

	As of 1 September 2023 £	Cash movements £	Other movements £	As of 31 August 2024 £
Cash at bank and in hand	557,072	(129,516)	-	427,556
	557,072	(129,516)	-	427,556

	As of 1 September 2022 £	Cash movements £	Other movements £	As of 31 August 2023 £
Cash at bank and in hand	166,488	390,584	-	557,072
	166,488	390,584	-	557,072

15. Trustee remuneration

During the year, no trustee received any remuneration (2023: £Nil). No members of the Board of Trustees received reimbursement of expenses (2023: £Nil).

16. Related party transactions

During the year there were no related party transactions (2023: £Nil).

The aggregate amount of all donations from trustees was £1,222 (2023: £Nil).

17. Other financial commitments

On 31 August 2024, the Charity had annual future minimum lease payments under a non-cancellable operating lease for the office premises as set out below:

	Total 31-Aug-24 £	<i>Total 31-Aug-23 £</i>
Amounts falling due within		
One year	27,420	-
Two to five years	6,855	-
	34,275	-

18. Donations in kind

During the year the charity benefited from the following pro-bono support as reflected in note 3. All expenditure has been recognised within other direct charitable expenditure:

	Total 31-Aug-24 £	<i>Total 31-Aug-23 £</i>
Website support	10,000	10,000
Salesforce support	3,780	3,780
	13,780	13,780

Diversity Role Models
St Anne's Church, 55 Dean Street,
London W1D 6AF
info@diversityrolemodels.org
Registered Charity number 1142548
Registered Company number: 07640644

Published by Diversity Role Models, 2025










DIV001 - Final Annual report and accounts - 31 August 2024

Final Audit Report

2025-05-22

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