

KALEIDOSCOPE DIVERSITY TRUST

England & Wales · Charity number 1146274

Details

Other names	KALEIDOSCOPE INTERNATIONAL DIVERSITY TRUST, KALEIDOSCOPE TRUST
Status	Registered
Legal form	Charitable company
Company number	07713654
Registered	2012-03-07
Register	View on the Charity Commission register

Contact

Address	3rd Floor 86-90 Paul Street London EC2A 4NE
Phone	020 8133 6460
Email	info@kaleidoscopetrust.com
Website	www.kaleidoscopetrust.com

Activities

Objects: THE COMPANY'S OBJECTS ("OBJECTS") ARE:1.1 TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) AND PARTICULARLY THE RIGHTS AND FREEDOMS OF THOSE WHO FACE DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION, INCLUDING BY:1.1.1 MONITORING ABUSES OF HUMAN RIGHTS;1.1.2 OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSE;1.1.3 RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE;1.1.4 RESEARCH INTO HUMAN RIGHTS ISSUES;1.1.5 EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS;1.1.6 PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS;1.1.7 CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW;1.1.8 COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION;1.1.9 RAISING AWARENESS OF HUMAN RIGHTS ISSUES;1.1.10 PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS;1.1.11 PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS;1.1.12 INTERNATIONAL ADVOCACY OF HUMAN RIGHTS;1.1.13 ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS.AND IN FURTHERANCE OF THIS OBJECT BUT NOT OTHERWISE, THE DIRECTORS SHALL HAVE THE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE DIRECTORS ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE COMPANY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE COMPANY CARRIES OUT ITS OBJECTS;1.2 TO PROMOTE EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT IN PARTICULAR BY:1.2.1 THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION;1.2.2 ADVANCING EDUCATION AND RAISING AWARENESS OF ALL ASPECTS OF DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION;1.2.3 CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.

Activities: The Kaleidoscope Trust works to advance the human rights of LGBT people in countries where they lack their equal rights, particularly in the Commonwealth. We do this by listening, amplifying and communicating their voices to a wider audience to persuade public and political opinion and work as a catalyst for meaningful change to end discrimination based on sexual orientation and gender identity.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** WORLDWIDE

- Antigua And Barbuda
- Australia
- Bangladesh
- Barbados
- Belize
- Bermuda
- Botswana
- Brunei
- Cameroon
- Canada
- Cyprus
- Dominica
- Egypt
- Eswatini
- Fiji
- Ghana
- Grenada
- Guyana
- India
- Iran
- Iraq
- Jamaica
- Kenya
- Kiribati
- Kuwait
- Lebanon
- Lesotho
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Mauritius

- Mozambique
- Namibia
- Nauru
- Nepal
- New Zealand
- Nigeria
- Pakistan
- Papua New Guinea
- Rwanda
- Saint Barthélemy
- Saint Helena
- Saint Vincent
- Samoa
- Seychelles
- Sierra Leone
- Singapore
- Sint Maarten
- Solomon Islands
- South Africa
- Spain
- Sri Lanka
- St Kitts And Nevis
- St Lucia
- Syria
- Tanzania
- The Bahamas
- The Gambia
- Togo
- Tonga
- Trinidad And Tobago
- Tuvalu
- Uganda
- United States
- Uruguay
- Vanuatu

- Zambia
- Zimbabwe
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,459,903	£2,627,173	£502,925	19
2024-03-31	£1,588,366	£1,752,093	£670,195	19
2023-03-31	£1,793,303	£1,604,885	£833,922	18
2022-03-31	£1,640,109	£1,244,373	£645,504	15
2021-03-31	£1,307,181	£1,262,654	£249,768	10

Trustees

Name	Role	Appointed
Adam Barriball		2024-02-22
Beth Dowling-Jones		2020-10-15
David Bholat		2024-02-22
Jasvir Singh		2020-10-15
Krishna Gandhi		2022-07-06
Laura Crandley		2024-07-25
Marie-Helene Tyack		2024-02-22
Matthew Hedges		2022-07-06
Simon Mark Millson		2016-04-21
Tobi Olasunkanmi		2022-07-06

Accounts

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Audited Financial Statements
31 March 2024

Jackson & Jackson
A trading name of Jackson Nicholas Assie Limited
Chartered Certified Accountants & Statutory Auditors
Suite 7, Meridian House
62 Station Road, Chingford
London E4 7BA

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

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Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name Kaleidoscope Diversity Trust

Charity registration number 1146274

Company registration number 07713654

Principal office and registered office 3rd Floor
86-90 Paul Street
London
EC2A 4NE

The trustees

Adam Barriball	(Appointed 22 February 2024)
David Bholat	(Appointed 22 February 2024)
Laura Crandley	(Appointed 25 July 2024)
Noel Watson-Doig	(Resigned 31 December 2023)
Krishna Gandhi	
Matthew Hedges	
William Mccallum	(Resigned 31 October 2024)
Simon Millson - Chair	
Tobi Olasunkanmi	
Joselene Peres	
Jasvir Singh	
Alvin To	(Resigned 22 February 2024)
Marie-Helene Tyack	(Appointed 22 February 2024)
Richard Wingfield	

Company Secretary Noel Watson-Doig (Resigned 31 December 2023)

Executive Director/CEO Phyll Opoku-Gyimah (Resigned 31 December 2023)
Alex Farrow (Appointed 1 June 2024)

Auditor Jackson Nicholas Assie Limited
Chartered Certified Accountants & statutory auditor
Suite 7, Meridian House
62 Station Road
Chingford
London
E4 7BA

Bankers The Co-operative Bank
1 Balloon Street
Manchester
M60 4EP

Metro Bank
One Southampton Row
London
EC1B 5HA

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2024

1. Structure, Governance and Management

Kaleidoscope Diversity Trust (Kaleidoscope Trust) is a charitable company limited by guarantee, incorporated on 21 November 2011 and registered as a charity on 7 March 2012. The Company was established under a Memorandum of Association, which established the objects and the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

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 governing document, the Companies Act 2006 and 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) (effective 1 January 2019).

Our Board of Trustees (Directors) is responsible for setting the overall strategy and direction of the charity, and for ensuring Kaleidoscope Trust uses its resources effectively in pursuit of its strategy. The trustees meet at least four times each year as a Board and collectively delegate the day to day execution of the activities to the Executive Director/CEO.

In addition, the is supported through the work of three subcommittees:

- **Audit and Risk Committee** – responsible for appointing the external auditors, reviewing the annual accounts, and assessing and monitoring the risks and controls applicable to the charity
- **Fundraising and Communications Committee** – responsible for approving and supporting the charity's fundraising and communication strategies
- **HR and Remuneration Committee** – responsible for overseeing and approving the charity's compensation and benefit plans

Membership of these committees is drawn from trustees, senior management, and subject matter experts who possess expertise relevant to the work of the committee. The composition of each subcommittee must consist of 50% or more trustees.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities it should undertake. The trustees have ensured the risks relevant to the charity have been identified and steps taken to mitigate those. The trustees regularly manage and update the risks faced by the charity through a register which is reviewed at the Audit and Risk Committee and quarterly at Board meetings. As these accounts show, we are a going concern with sufficient financial reserves to meet the core costs of four months of continuing operations.

New trustees are appointed from time to time. A periodic assessment of skills relating to the aim and objectives of the trust is completed by the trustees and new members identified from known professional associates to supply those skills. New trustees are inducted into the workings of the trust, and also of the Company as a registered charity, by the Chair and Chief Executive Officer. Guidance information from the Charity Commission is made available to all trustees.

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

Year ended 31 March 2024

2. Aims, Objectives and Strategic Report

Kaleidoscope Trust works with activists and organisations in countries around the world to create positive change for lesbian, gay, bisexual and trans (LGBT+) people particularly in countries where LGBT+ people experience discrimination, criminalisation and violence.

Our charity's purposes are to promote human rights and particularly the rights and freedoms of those who face discrimination on the grounds of sexual orientation and gender identity, including by:

- Monitoring abuses of human rights;
- Obtaining redress for the victims of human rights abuse;
- Relieving need among the victims of human rights abuse;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to governments on other on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy on human rights;
- Eliminating infringements of human rights.

Our aims fully reflect the purposes that the charity was set up to further. All our charitable activities are undertaken to further the public benefit.

We review our aims, objectives, and activities each year. The review assesses what we achieved and the outcome of our work in the previous 12 months. The review considers the successes of each key activity and the benefits they have brought to those groups, organisations, and communities we were set up to support. The review also helps us to ensure our aims, objectives and activities remain focused on our stated purposes. In conducting this exercise and in planning our future activities, we assess our activities against the guidance contained in the Charity Commission's general guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

3. Looking to the Future

Looking ahead to the next year, Kaleidoscope Trust will continue its mission of advancing global LGBTI+ rights, with a renewed focus on both impact and sustainability. We anticipate continued advocacy on the international stage, particularly within the Commonwealth, and supporting our partners in regions where LGBTI+ communities continue to face significant challenges.

However, we are realistic about the growing challenges around securing funding for our work. To address this, a key priority will be driving up unrestricted income to ensure we have the flexibility to respond quickly and effectively to emerging needs and to support our ongoing work. We will continue to give attention to the diversification of our funding streams, strengthening relationships with individual donors, corporate partners, and grant-making bodies, while also advancing our fundraising work to increase our income.

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

Year ended 31 March 2024

Despite financial pressures that are facing many charities right now, we remain hopeful. Our capacity-building programmes, global advocacy, and partnership initiatives have laid a strong foundation. Next year, we will build on these successes, empowering more grassroots organisations, advocating for policy and legal reforms, and ensuring that LGBTI+ rights remain a global priority. With continued resilience and support we can overcome the challenges ahead and continue our work to make a lasting difference for LGBTI+ communities worldwide.

- Alex Farrow, CEO of Kaleidoscope Trust

4. Achievements and Performance

4.1. From the Chair

The beginning of 2024 was marked by the recruitment of a new Chief Executive Officer to replace Phyll Opoku-Gyimah, who resigned to take up a leadership role at UK Black Pride full time. The Board is thankful for what was achieved under Phyll's leadership as we grew, thrived and delivered on our commitment to campaign for the human rights of LGBTI+ people across the Commonwealth and beyond. The Board wishes Phyll every success in her new role. Phyll was subsequently appointed as a patron of Kaleidoscope Trust.

Alex Farrow, formerly a Director at National Council for Voluntary Organisations (NCVO), was appointed in March 2024, after a selection and interview process involving all trustees. Alex joined full time at the very beginning of June 2024. The Board is thankful to Jesse Sperling, Deputy Director, who stepped up to lead the organisation for six months until Alex came on board.

More widely, we are ever grateful to the UK's Foreign, Commonwealth & Development Office for its continued support and funding of our work. Bolstered by ongoing investment from both the Australian and Canadian governments, the Board is thankful to all three governments for their continued belief in our ability to deliver cutting edge work where it matters most.

We have once more been able to count on the generosity of many individual and corporate donors; the Board salutes everyone who has supported the charity's work during the year under review.

Kaleidoscope Trust's trustees and committee members have been exceptional in their support for the charity, especially through their involvement in our HR and Remuneration, Audit and Risk, and Fundraising and Communication Committees. All three met regularly throughout the year to provide guidance and oversight of the ever-evolving challenges and opportunities we faced.

I am confident that with the support of the Board, the appointment of a new Chief Executive Officer, and the strength and depth of expertise across the management team, that Kaleidoscope Trust will continue to meet the challenges ahead. We remain hopeful, focused, and as determined as ever in our efforts to create a world where LGBTI+ people can be free, safe, and equal.

- Simon Millson, Chair of Kaleidoscope Trust

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

Year ended 31 March 2024

4.2. From the Chief Executive Officer

Having joined Kaleidoscope Trust as CEO in June 2024, I commend all that the charity has achieved during the period under review. It is a privilege to have taken the helm at the time of reporting for this period and to present the summary of activity within this report. Between 1st April 2023 and 31 March 2024, our work continues to be at the forefront of advancing global LGBTI+ rights, with key initiatives that have reinforced our role as a leader in this international space.

In 2023, we published our *Policy Manifesto*, pushing for the UK Government to prioritise LGBTI+ rights on the global stage. We engaged with political parties to ensure these vital issues remain high on the agenda, and we celebrated 12 years of impact with the launch of our *2023 Impact Report* during Pride Month, showcasing our achievements and ambitions for the years ahead. Our advocacy took notable strides in highlighting the ongoing struggles faced by LGBTI+ communities across member states of the Commonwealth. We also hosted a parliamentary reception to honour global champions of LGBTI+ equality.

Through capacity-building initiatives and strategic partnerships, we've empowered grassroots organisations around the world, ensuring their voices are heard. As the political climate for LGBTI+ rights continues to worsen globally, with increasing discrimination and hostile policies, it is more important than ever for Kaleidoscope Trust to continue striving towards its mission of ensuring dignity, equality, and human rights for all. Our work is driven by a deep commitment to advancing human rights, and we remain dedicated to building a future where every LGBTI+ person is free from discrimination and violence.

- Alex Farrow, CEO of Kaleidoscope Trust

4.3. Our Team

Between April 2023 and March 2024, the charity continued to support a hybrid working operation where staff were able to split their working hours between home and Kaleidoscope Trust's office space in Cambridge Heath.

During the reporting period, staff headcount reached 22 team members at its peak, with a 20.73 full-time staff equivalent.

4.4. Organisational Highlights: 1 April 2023 – 31 March 2024

4.4.1 Policy, Evidence and Research

4.4.1.1 Kaleidoscope Trust Policy Manifesto 2023

On 2 October 2023, at an event in Manchester during the Conservative party conference, we published the Kaleidoscope Trust *Policy Manifesto 2023: Priorities for the Next UK Government*¹. The publication aimed to help inform the global LGBTI+ rights policy priorities of both political parties ahead of the 2024 general election.

Priorities identified in Kaleidoscope Trust's *Policy Manifesto* included addressing violence and discrimination, taking multilateral leadership on LGBTI+ human rights and providing sustainable and stable funding for work to uphold the human rights of LGBTI+ people through the foreign aid budget. We outlined five clear strategic policy pillars for the UK Government and we attended Conservative and Labour Party conferences to ask both parties to commit to implementing these policy recommendations.

¹ <https://kaleidoscopetrust.com/research/our-policy-manifesto/>

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Year ended 31 March 2024

4.4.1.2 Kaleidoscope Trust/TCEN CHOGM Shadow Report

In Q1 2024, we conducted the initial literature review and call for case studies that were used to inform the 2024 *CHOGM Shadow Report* which was authored by the policy and public affairs team (for a Q3 2024 publication date). The *CHOGM Shadow Report* highlights the status of LGBTI+ rights within the Commonwealth. The report is released ahead of the 2024 Commonwealth Heads of Government Meeting (CHOGM) to shed light on the progress and challenges for LGBTI+ individuals across member countries, as well as to provide recommendations for member states to make progress. Kaleidoscope Trust published its first Shadow Report in 2022.

4.4.2 Advocacy

4.4.2.1 Parliamentary Reception (December 2023)

Kaleidoscope Trust's December reception, hosted in central Westminster, brought together key stakeholders from the UK-based diplomatic community, parliament, and civil society. The event served as an opportunity to strengthen partnerships and celebrate progress in advancing LGBTI+ rights globally over the previous year. A highlight of the evening was the presentation of the prestigious Lifetime Achievement Awards, which were awarded to UN Independent Expert on Sexual Orientation and Gender Identity Victor Madrigal-Borloz and Steve Letsike, a prominent South African LGBTQ+ activist and chair of The Commonwealth Equality Network. The Award recognises both for their significant contributions to advancing LGBTI+ equality and human rights.

4.4.2.2 2023 Party Conferences

In 2023, Kaleidoscope Trust actively participated in the UK Political Party Conferences, engaging with key political figures and stakeholders, as part of our work to ensure international LGBTI+ rights are a priority in Westminster and to strengthen political will and commitment towards supporting LGBTI+ rights globally, particularly in regions where these communities are most vulnerable. At these conferences, Kaleidoscope Trust held receptions aimed at raising awareness about the global challenges faced by LGBTI+ communities and the role the UK can play in addressing these issues. A central theme of our advocacy is pushing for continued UK leadership in addressing systemic violence and discrimination against LGBTI+ individuals globally, laid out in more specific detail in the Kaleidoscope Trust *Policy Manifesto*.

4.4.2.3 Commonwealth engagement

Kaleidoscope Trust staff, as part of our Commonwealth work now spanning more than a decade, attended the 13th Commonwealth Women's Affairs Ministerial Meeting held in Bahamas from 21-23 August 2023 and the 10th Commonwealth Youth Ministers' Meeting (CYMM), which took place in London from 11-15 September 2023.

We hosted the Management Committee of The Commonwealth Equality Network, of which we are a founding member and host to the Secretariat, in London in January 2024. During their week here, we arranged engagements with a number of London-based Commonwealth stakeholders in order to help advance our collective advocacy aims as part of the Network.

4.4.2.4 Global and diplomatic engagement

We have invested significant time and resources in engaging with the London-based diplomatic community and in various global spaces. Team members participated in international events, such as the Council of Europe's International Day Against Homophobia and Transphobia (IDAHOT+) Forum and the 2023 ILGA-Europe Conference. We also engaged with global leaders, such as the United Nations Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity (UN IE SOGI), Victor Madrigal Borloz.

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Year ended 31 March 2024

We conducted scoping visits to five countries to inform our advocacy and programmatic work. The first mission was conducted in September 2023 in Southern Africa (Botswana and Namibia) and the second in October 2023, which included three countries in South-East Asia (Malaysia, Singapore and Sri Lanka). During these missions, the staff team met with over 50 stakeholders, including past and current civil society partners, members of coalitions and networks, and representatives from British High Commissions from each country, among others.

4.4.5 Capacity Strengthening

A flagship of our programmatic strategy, the provision of capacity building opportunities to civil society organisations and networks has taken front and centre this reporting period – in the form of expert, tailored training and through sub-grants.

4.4.5.1 Learning and Development Needs Assessment

We carried out a data collection and analysis exercise with 90 organisations in 39 countries in the Global South and East, to better understand the learning and development needs of these partners within their current political and social contexts. This 'Learning and Development Needs Assessment' (LDNA) has been fundamental in helping us to refine and improve our capacity strengthening efforts, including the Capacity Development Interventions and grant-making detailed below, as well as research products and toolkits.

4.4.5.2 Capacity Strengthening Interventions

Building on experience and learning from previous years, we kicked off our most recent cycle of Capacity Development Interventions (CDI), aimed at providing organisations with one-on-one specialist training on themes prioritised by communities themselves. The call for CDI experts received a total of 128 expressions of interest from individuals and groups of experts from a range of backgrounds from all over the world. This represented a sharp increase from previous CDI cycles Kaleidoscope Trust has implemented previously, which demonstrates the need for – and the quality of – the interventions in the international LGBTI+ space that Kaleidoscope Trust provides. The CDI cycle will be fully rolled out in 2024/2025.

4.4.5.3 Grant-making

We have also provided support to LGBTI+ civil society with subgrants. These range from small amounts of 'seed funding' such as to support the registration efforts of a long-term partner in Namibia to larger grants to consortiums and networks to support advocacy and legal reform initiatives in Eastern Caribbean, Fiji, Mauritius and Singapore. As a response to the dire situation that LGBTI+ communities continue to face in Africa (among many other places), we also provided safety and security subgrants to partners in Kenya, Tanzania and Uganda to secure training and psycho-social counselling to community members.

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Year ended 31 March 2024

4.4.6 Intersectional Movement Building

Kaleidoscope Trust exists to fight for the rights of LGBTI+ people, but we recognise that the discrimination and violence that members of our community face are often based on – or compounded by – other aspects of their identities. We stand in solidarity with those who are facing human rights abuses on any basis and, as with any progressive movement, we understand the need to build intersectional coalitions for change.

Our programmes are designed to strengthen and embolden movements and alliances from the bottom up. We share knowledge, bring together organisations with interconnected goals and connect grassroots organisers amongst themselves and with influential politicians and decision-makers so they can advocate for themselves and their communities. Notably, in this reporting period, we:

- Continued to build intersectional alliances for legal and policy reform in Namibia and Mauritius to ensure that laws on protection against violence are inclusive of gender minorities in all their diversities.
- Strengthened collaborative relationships between grassroots organisations and movements, and political decision-makers and improved the flow of reliable information and evidence between them, supporting research-based initiatives in the Eastern Caribbean, Fiji, Jamaica and Namibia, intended to provide duty-bearers with a better understanding of LGBTI+ lived realities and their challenges.
- Supported partners to advocate more effectively for LGBTI+ rights and gender equality through the sensitisation of social leaders, including the media, religious and tribal leaders, or the private sector, in Botswana, Jamaica and Mauritius.

4.4.7 The Commonwealth Equality Network (TCEN)

Kaleidoscope Trust is a founding member of The Commonwealth Equality Network (TCEN) and hosts its Secretariat. Established in 2013, the Network comprises over 70 organisations from almost 50 countries, drawn from all Commonwealth regions. The Network aims to give a voice to LGBTI+ communities across the Commonwealth, challenging inequality on the basis of sexual orientation, gender identity and expression, and sex characteristics, supporting joint advocacy in identifying a Commonwealth solution to a Commonwealth problem.

4.4.7.1 TCEN Pacific Regional Convening (July 2023)

The Network convened a meeting of Pacific members in Tonga from 12-14 July. This was the first time Pacific members had met in-person since 2019 and a total of 13 representatives from all 12 Pacific member organisations were in attendance. The meeting acted to build and reinforce links and solidarity among Pacific members, ensured members understood more about Commonwealth processes, built the capacities of individual members through sharing and learning, and strengthened the ability of members to engage in the upcoming Commonwealth Heads of Government (CHOGM) that will be held in the region in 2024.

4.4.7.2 Participation in Commonwealth spaces

Network members participated in a number of Commonwealth meetings, allowing them to raise the issues facing LGBTI+ people directly with senior government representatives from across the Commonwealth.

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Year ended 31 March 2024

The TCEN Chair and Kaleidoscope Trust's executive director in her role as TCEN Secretary participated in the 66th Commonwealth Parliamentary Association Conference, held in Ghana from 30 September to 6 October 2023. They addressed the delegation as part of the formal programme, delivering a keynote speech and participating as panellists at a workshop entitled '*The Commonwealth Charter: A Charter for all human rights, or just some?*'

Kaleidoscope Trust and the TCEN Secretariat team at Kaleidoscope Trust also facilitated engagements between members and other Commonwealth bodies, such as the Commonwealth Scholarships Commission, the Commonwealth Secretariat, and the Commonwealth Forum of National Human Rights Institutions.

4.4.7.3 Participation in regional spaces

Three Network members from the Africa region were supported to participate in the 6th Regional Pan Africa ILGA Conference, the largest gathering of African LGBTI+ organisations in the continent, in Mauritius from 31 July to 4 August 2023. Five members were supported to attend the ILGA North America and Caribbean conference in March 2024. Member organisations at both events delivered keynotes, moderated and participated on panels, and acted as technical leads on key working groups.

4.5. Other Notable Opportunities

4.5.1. Secretariat of the All-Party Parliamentary Group on Global LGBT+ Rights

The All-Party Parliamentary Group (APPG) on Global LGBT+ Rights works to keep global LGBT+ issues on the UK Government's agenda and connects UK Parliamentarians with international and domestic partners focused on combating LGBT+ discrimination worldwide. Since 2019, Kaleidoscope Trust has served as the APPG's secretariat, employing a Researcher and Coordinator role to support the APPG's day-to-day work. During this reporting year, the APPG has continued to organise a variety of events, meetings, panel discussions, and briefings with Parliamentarians, civil society groups, academics, and activists from across the globe.

Key highlights during this reporting period include:

- The APPG held several briefings for UK Parliamentarians, where experts and activists from across the globe provided updates on the state of LGBTI+ rights in key regions, including Africa, the Caribbean, and Eastern Europe. These briefings informed MPs and peers about critical developments, such as increased crackdowns on LGBTI+ activism and new discriminatory laws.
- The APPG facilitated meetings with international policymakers and activists. These sessions reinforced the UK's diplomatic and advocacy role in promoting LGBT+ rights globally, particularly in the Commonwealth.
- The APPG proposed a parliamentary debate that examined strategies for legislative reform, focusing on decriminalisation efforts and protections for LGBTI+ communities in hostile environments.
- In response to emerging crises, such as anti-LGBT+ violence in Uganda and restrictions in Hungary and Poland, APPG members called for stronger UK government action.
- The APPG continued to facilitate dialogue between UK Parliamentarians and LGBT+ civil society organisations, both in the UK and abroad. These engagements helped ensure that the voices and experiences of marginalised communities were included in parliamentary discussions and that the UK's advocacy efforts were aligned with grassroots needs.

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Year ended 31 March 2024

Overall, the APPG on Global LGBT+ Rights has made significant strides in raising awareness, influencing policy, and strengthening international collaborations to combat LGBT+ discrimination during this reporting year. The group's work remains pivotal in keeping global LGBT+ rights at the forefront of the UK's political and diplomatic agenda.

5. Financial Review

The financial position of the charity can be found on the main financial statements and related notes in these accounts. With the generous support of our donors and the efforts of our staff, our charity generated an income of £1,588,366 compared to £1,793,303 last year. Net assets at the end of the reporting period are £670,195 compared to £833,922 last year. There was a deficit of £163,727 compared to a surplus of £188,418 in the previous year. While expenditure has been larger than income, a build up of unrestricted income has allowed for investment in the organisation, particularly in fundraising and development. We have maintained unrestricted funds above reserves policy and carried this forward into successive financial years.

In the 2023/2024 financial year, the Trust was principally funded through grants from the UK, Canadian and Australian governments to promote the work undertaken by TCEN, as well as major gifts from individuals and corporations, small gifts from online donations and fundraising events, and by grants awarded by other trusts and foundations. Over the past year, the Trust's fundraising efforts diversified as an increasing number of individuals and corporations sought to support the work of the Kaleidoscope Trust in various ways. We are most grateful to all those who generously supported our work during the course of the year.

The trustees have examined the charity's requirements for reserves in light of the main identified risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least four months of the Trust's core expenditure. The charity will aim to continue to build reserves in order to make provision for any unexpected drop in funding. The reserve requirements and reserves policy will be monitored by the trustees on a regular basis. Based on the results for the 2023/2024 financial period, the required level of reserves would be £176,463. Current unrestricted at the end of the reporting period are £308,583. We will bring the amount of unrestricted funds back into line with our reserves policy by end of 2024/25.

In order to secure the future of the Trust, the Trustees aim to secure ongoing funding of grants and increasing donations and fundraising efforts.

6. Volunteers

We would like to thank those who have given their time voluntarily to provide pro-bono advice and support to us during this period. This has enhanced and enriched our work. The advice and support is generally relating to specific aspects of our work.

Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 26 to the financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2024

Trustees' responsibilities statement

Directors Responsibilities

- (a) the directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations and in accordance with United Kingdom Generally Accepted Accounting Practice;
- (b) company law requires the directors 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 charity and of the surplus or deficit profit or loss of the charity for that period;
- (c) in preparing the financial statements the directors are required to:
 - (i) select suitable accounting policies and then apply them consistently;
 - (ii) make judgements and accounting estimates that are reasonable and prudent;
 - (iii) State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
 - (iv) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- (d) the directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and that enable them to ensure that the financial statements comply with the Companies Act;
- (e) the directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities; and
- (f) where appropriate, the directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

In the case of CA 06 Co.-s418(2) each of the persons who are directors at the time when the report is approved, the following applies:

- (a) so far as each director is aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware; and
- (b) each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2024

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 19 December 2024 and signed on behalf of the board of trustees by:

Simon Millson
Trustee

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

Year ended 31 March 2024

Opinion

We have audited the financial statements of Kaleidoscope Diversity Trust (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cashflows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the audited financial statements:

- give a true and fair view of the state of the charity's affairs as of 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom accounting standards, including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements relating to the audit of the financial statements in the UK, including the Financial Reporting Standards (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In common with many other charities of this size and nature the auditors are used to assist with the preparation of the financial statements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work, we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2024

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditors report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the Directors' Report) for the financial year for which the audited financial statements are prepared is consistent with the audited financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the audited financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the audited financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

(continued)

Year ended 31 March 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the audited financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the audited financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2024

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We considered the nature of the charity's industry and its control environment and reviewed the charity's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and others within the entity about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory frameworks that the charity operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the Companies Act, Charities Act, Charities (Accounts and Reports) Regulations 2008, Health and Safety Act, employment law, pensions legislation, tax legislation, Bribery Act and Slavery Act; and

- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty. These included the Charity Commission for England and Wales (Charity Commission) regulations, fundraising regulations and Anti-Money Laundering Regulations (including Proceeds of Crime Act 2002 and Terrorism Act 2000)

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud in the following areas, and our specific procedures performed to address them are described below:

- Recognition of grant income: this involves judgement around whether grants have performance conditions attached to them which have to be met before income can be recognised, as well as judgement over whether or not those conditions have been satisfied. On a sample basis, we have assessed the judgements and estimates made by management in the recognition of this income.

- Appropriate allocation of restricted income: there is a risk that restricted income may not have been identified and allocated as such. We reviewed the allocation of income to restricted or unrestricted funds on initial recognition to ensure restrictions were appropriately identified and applied, and we reviewed fund transfers from restricted to unrestricted funds to assess the rationale for those movements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

(continued)

Year ended 31 March 2024

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing internal management reports, reviewing correspondence with HMRC and with the Charity Commission.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Assie FCCA (Senior Statutory Auditor)

for and on behalf of

Jackson Nicholas Assie Limited

Chartered Certified Accountants and Statutory Auditors

Suite 7, Meridian House

62 Station Road

North Chingford

London E4 7DB

20 December 2024

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	103,129	1,268,033	1,371,162	1,516,499
Other trading activities	6	215,574	–	215,574	276,200
Investment income	7	1,630	–	1,630	604
Total income		<u>320,333</u>	<u>1,268,033</u>	<u>1,588,366</u>	<u>1,793,303</u>
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	8	(29,059)	–	(29,059)	(7,803)
Expenditure on charitable activities	9,10	(437,708)	(1,285,326)	(1,723,034)	(1,597,082)
Total expenditure		<u>(466,767)</u>	<u>(1,285,326)</u>	<u>(1,752,093)</u>	<u>(1,604,885)</u>
Net (expenditure)/income		<u>(146,434)</u>	<u>(17,293)</u>	<u>(163,727)</u>	<u>188,418</u>
Transfers between funds		(615)	615	–	–
Net movement in funds		<u>(147,049)</u>	<u>(16,678)</u>	<u>(163,727)</u>	<u>188,418</u>
Reconciliation of funds					
Total funds brought forward		455,632	378,290	833,922	645,504
Total funds carried forward		<u>308,583</u>	<u>361,612</u>	<u>670,195</u>	<u>833,922</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 21 to 35 form part of these financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	£	2023 £
Current assets				
Debtors	19	18,318		198,006
Cash at bank and in hand		<u>740,798</u>		<u>751,358</u>
		759,116		949,364
Creditors: amounts falling due within one year	20	<u>(88,921)</u>		(115,442)
Net current assets			670,195	833,922
Total assets less current liabilities			<u>670,195</u>	<u>833,922</u>
Net assets			<u>670,195</u>	<u>833,922</u>
Funds of the charity				
Restricted funds			361,612	378,290
Unrestricted funds			<u>308,583</u>	<u>455,632</u>
Total charity funds	22		<u>670,195</u>	<u>833,922</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 19 December 2024, and are signed on behalf of the board by:

Simon Millson
Trustee

Laura Crandley
Trustee

Company Registration Number: 07713654

The notes on pages 21 to 35 form part of these financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net (expenditure)/income	(163,727)	188,418
<i>Adjustments for:</i>		
Other interest receivable and similar income	(1,630)	(604)
Accrued expenses/(income)	127,211	(45,925)
<i>Changes in:</i>		
Trade and other debtors	24,766	155,372
Trade and other creditors	1,190	79,441
Cash generated from operations	(12,190)	376,702
Interest received	1,630	604
Net (decrease)/increase in cash and cash equivalents	(10,560)	377,306
Cash and cash equivalents at beginning of year	751,358	374,052
Cash and cash equivalents at end of year	740,798	751,358

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 3rd Floor, 86-90 Paul Street, London, EC2A 4NE.

2. Statement of compliance

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 (FRS102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The audited financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There have not been any judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have had a significant effect on the amounts recognised in the financial statements. There are no other judgements not other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Tangible assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £5,000 are not capitalised.

Depreciation

Depreciation is calculated so as to write off the cost or of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - Straight line over 3 years

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Limited by guarantee

Kaleidoscope Diversity Trust is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Recoverable from HMRC in Gift Aid	11,057	—	11,057
Donations £10,000 or less	92,072	—	92,072
Grants			
Department of Foreign Affairs and Trade (DFAT)	—	405,000	405,000
Global Affairs Canada (GAC)	—	703	703
Foreign and Commonwealth Development Office (FCDO) – (RtT, GEP, ERC, BtB & Surge)	—	857,330	857,330
GiveOut	—	5,000	5,000
	<u>103,129</u>	<u>1,268,033</u>	<u>1,371,162</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Recoverable from HMRC in Gift Aid	5,541	—	5,541
Donations £10,000 or less	59,209	—	59,209
Grants			
Baring Foundation/APPG	—	97,867	97,867
Department of Foreign Affairs and Trade (DFAT)	—	243,000	243,000
Global Affairs Canada (GAC)	—	—	—
Foreign and Commonwealth Development Office (FCDO)	—	1,095,882	1,095,882
GiveOut	—	5,000	5,000
Esmee Fairbairn	10,000	—	10,000
	<u>74,750</u>	<u>1,441,749</u>	<u>1,516,499</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Fundraising events	<u>215,574</u>	<u>215,574</u>	<u>276,200</u>	<u>276,200</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

7. Investment income

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Bank interest receivable	<u>1,630</u>	<u>—</u>	<u>1,630</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Bank interest receivable	<u>—</u>	<u>604</u>	<u>604</u>

8. Costs of other trading activities

	Unrestricted Funds	Total Funds 2024	Unrestricted Funds	Total Funds 2023
	£	£	£	£
Fundraising costs	<u>29,059</u>	<u>29,059</u>	<u>7,803</u>	<u>7,803</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Core Activities	341,523	–	341,523
Global Equality Programme (GEP2)	–	207,210	207,210
Fighting the Reversing Tide (RtT2)	–	266,106	266,106
Intersectionality in the Commonwealth (DFAT)	–	288,148	288,148
Global Affairs Canada (GAC)	–	92,576	92,576
Equal Rights Coalition (ERC)	–	810	810
APPG	–	32,203	32,203
GiveOut	–	4,500	4,500
BTB	–	285,091	285,091
Surge	–	67,500	67,500
Support costs	96,185	41,182	137,367
	<u>437,708</u>	<u>1,285,326</u>	<u>1,723,034</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Core Activities	43,981	–	43,981
Global Equality Programme (GEP)	–	373,450	373,450
Fighting the Reversing Tide (RtT2)	–	573,043	573,043
Intersectionality in the Commonwealth (DFAT)	–	74,042	74,042
Global Affairs Canada (GAC)	–	64,217	64,217
Equal Rights Coalition (ERC)	–	54,805	54,805
APPG	–	45,952	45,952
GiveOut	–	5,000	5,000
Support costs	249,342	113,250	362,592
	<u>293,323</u>	<u>1,303,759</u>	<u>1,597,082</u>

The costs attributed to the activities above are only those relating to direct costs. The related support costs in each activity are disclosed in note 10.

The basis of allocation of costs to activities is based on staff time spent on each activity.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2024 £	Total fund 2023 £
Core Activities	341,523	–	89,115	430,638	282,613
Global Equality Programme (GEP2)	134,436	72,774	3,200	210,410	410,534
Fighting the Reversing Tide (RtT2)	238,388	27,718	5,814	271,920	633,181
Intersectionality in the Commonwealth (DFAT)	268,148	20,000	14,398	302,546	81,446
Global Affairs Canada (GAC)	59,978	32,598	–	92,576	72,841
Equal Rights Coalition (ERC)	810	–	–	810	54,805
APPG	32,203	–	–	32,203	45,952
GiveOut	4,500	–	500	5,000	5,000
BTB	265,230	19,861	9,770	294,861	–
Surge	47,221	20,279	7,500	75,000	–
Governance costs	–	–	7,070	7,070	10,710
	<u>1,392,437</u>	<u>193,230</u>	<u>137,367</u>	<u>1,723,034</u>	<u>1,597,082</u>

11. Analysis of support costs

	2024 £	2023 £
Staff costs	89,115	232,390
Premises	28,718	29,696
Governance	14,570	10,710
Other	4,964	89,796
	<u>137,367</u>	<u>362,592</u>

Analysis of governance costs (included in support costs)

	Accountancy £	Payroll Services £	Bookkeeping Services £	Professional costs £	Total 2024 £	Total 2023 £
Governance costs	<u>6,600</u>	<u>2,700</u>	<u>566</u>	<u>4,704</u>	<u>14,570</u>	<u>10,710</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

12. Analysis of grants

	Grants to institutions £	Grants to individuals £	Support costs £	Total £
Global Equality Programme (GEP2)	72,774	–		72,774
Fighting the Reversing Tide (RtT2)	27,718	–	–	27,718
Global Affairs Canada (GAC)	32,598	–	–	32,598
BTB	19,861	–	–	19,861
Commonwealth Pacific (DFAT)	20,000	–	–	20,000
Surge	20,279	–	–	20,279
	<u>193,230</u>	<u>–</u>	<u>–</u>	<u>193,230</u>

	Grants to institutions £	Grants to individuals £	Support costs £	Total £
Global Equality Programme (GEP)	159,507	–	–	159,507
Reversing the Tide (RtT2)	122,017	–	–	122,017
Commonwealth Pacific (DFAT)	1,968	–	–	1,968
Global Affairs Canada (GAC)	9,618	–	–	9,618
Commonwealth Related Activities	1,834	–	–	1,834
	<u>294,944</u>	<u>–</u>	<u>–</u>	<u>294,944</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

12. Analysis of grants *(continued)*

	2024 £	2023 £
Grants to institutions		
BANDHU	–	10,989
APCOM	–	4,765
BIMBA	–	700
The International IDAHO Committee	–	1,600
Pacific Sexual and Gender Diversity Network	39,860	1,496
Eastern Caribbean Alliance for Diversity and Equality	31,085	60,000
Equality for All Foundation Jamaica J-FLAG	18,634	–
Diversity Alliance Namibia	29,526	30,128
Feminist Action Development Ambition (FADA)	–	20,246
GENDER LINKS	7,200	61,379
LEGABIBO	–	8,902
LEHA	2,347	12,723
RuRCHeDI	–	12,893
The Human Dignity Trust	–	1,686
TONGA LEITIS ASSOCIATION	10,571	8,000
EMH Global	–	1,476
Access Chapter 2	–	590
Dignitate Zambia Limited	–	8,715
EQUAL GROUND	–	349
FARUG	5,000	11,845
GALCK	5,000	13,000
Open for Business	–	2,607
Rainbow Identity Association	7,733	–
Rainbow Pride Foundation	4,140	11,100
WHER	–	9,622
Bridge Initiative Organisation	2,200	–
NDWA	796	–
Override Unequal Treatment (Out)	29,138	–
Miscellaneous	–	133
	<u>193,230</u>	<u>294,944</u>
Total grants	<u>193,230</u>	<u>294,944</u>

The grants were paid to the organisations to obtain services to assist in carrying out the programmes.

13. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2024 £	2023 £
Operating lease rentals	<u>40,897</u>	<u>21,827</u>

14. Auditors remuneration

	2024 £	2023 £
Fees payable for the audit of the financial statements	3,630	3,465
Fees payable for non-audit services	<u>2,970</u>	<u>2,835</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

15. Staff costs

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

	2024	2023
	£	£
Wages and salaries	845,755	735,788
Social security costs	71,496	77,042
Employer contributions to pension plans	18,551	16,993
	<u>935,802</u>	<u>829,823</u>

The average head count of employees during the year was 21 (2023: 18). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Charitable Activities	13	16
Number of Administrative staff	6	2
	<u>19</u>	<u>18</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2024	2023
	No.	No.
£60,000 to £69,999	2	1
£70,000 to £79,999	1	1
	<u>3</u>	<u>2</u>

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £139,881 (2023: £139,928).

16. Trustee remuneration and expenses

- No trustees received any remuneration or other benefits from employment with the charity; and
- No trustees or other person related to the charity has any personal interest in any contract or transaction entered into by the charity during the year or the previous year.
- No Trustees received expenses during the year (2023: Nil)

17. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good shortfalls and eliminate negative fund balances.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

18. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2023 and 31 March 2024	1,350	1,350
Depreciation		
At 1 April 2023 and 31 March 2024	1,350	1,350
Carrying amount		
At 31 March 2024	—	—
At 31 March 2023	—	—

19. Debtors

	2024 £	2023 £
Trade debtors	—	1,720
Prepayments and accrued income	18,316	170,847
Other debtors	2	25,439
	18,318	198,006

20. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	88,911	87,731
Accruals	—	27,711
Other creditors - net wages	10	—
	88,921	115,442

There is no pension liability this year (2023: £Nil)

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

21. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £18,551 (2023: £16,993).

22. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
General funds	<u>455,632</u>	<u>320,333</u>	<u>(466,767)</u>	<u>(615)</u>	<u>308,583</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	<u>405,808</u>	<u>350,950</u>	<u>(301,126)</u>	<u>—</u>	<u>455,632</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

22. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Commonwealth Fund	43,703	857,330	(852,191)	–	48,842
APPG Fund	51,915	–	(32,203)	–	19,712
Australia High Commission Fund (DFAT)	163,215	405,000	(302,546)	–	265,669
GiveOut Fund	–	5,000	(5,000)	–	–
Global Alliance Canada Fund	119,262	703	(92,576)	–	27,389
Equal Rights Coalition Fund	195	–	(810)	615	–
	<u>378,290</u>	<u>1,268,033</u>	<u>(1,285,326)</u>	<u>615</u>	<u>361,612</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Commonwealth Fund	46,536	1,040,882	(1,043,715)	–	43,703
APPG Fund	–	97,867	(45,952)	–	51,915
Australia High Commission Fund – (DFAT)	1,661	243,000	(81,446)	–	163,215
GiveOut Fund	–	5,000	(5,000)	–	–
Global Alliance Canada Fund	191,499	604	(72,841)	–	119,262
Equal Rights Coalition Fund	–	55,000	(54,805)	–	195
	<u>239,696</u>	<u>1,442,353</u>	<u>(1,303,759)</u>	<u>–</u>	<u>378,290</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

22. Analysis of charitable funds *(continued)*

Commonwealth Fund

This fund is to enable the Trust to lobby and advocate for the human rights of LGBTI communities across the Commonwealth area.

Global Alliance Canada Fund

This fund is dedicated to support the work of The Commonwealth Equality Network (TCEN) to address inequality and discrimination faced by LGBTQ2I persons, communities and organisations in selected Commonwealth countries.

APPG Fund

This fund is dedicated to supporting the work of All-Party Parliamentary Group (APPG) on Global LGBT Rights.

Australian High Commission Fund

The fund is used in support of the Intersectionality in the Commonwealth Pacific programme.

GiveOut Fund

This fund is used to bring activists to London for advocacy around the Commonwealth Heads of Government Meeting.

UK Aid Connect Fund

This fund is dedicated to support the delivery of the LGBT stream of the Department for International Development's flagship UK Aid Connect programme, through the 'Strong in Diversity, Bold on Inclusion' project.

Equal Rights Coalition

This fund works to advance the human rights of LGBTI+ people and promotes inclusive development in both 42 member states and non-member countries by engaging with civil society organisations and multilateral agencies.

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Current assets	397,504	361,612	759,116
Creditors less than 1 year	(88,921)	—	(88,921)
Net assets	308,583	361,612	670,195
	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	571,074	378,290	949,364
Creditors less than 1 year	(115,442)	—	(115,442)
Net assets	455,632	378,290	833,922

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

24. Analysis of changes in net debt

	At 1 Apr 2023	Cash flows	At 31 Mar 2024
	£	£	£
Cash at bank and in hand	<u>751,358</u>	<u>(10,560)</u>	<u>740,798</u>

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Not later than 1 year	11,864	13,242
Later than 1 year and not later than 5 years	<u>—</u>	<u>9,108</u>
	<u>11,864</u>	<u>22,350</u>

26. Post balance sheet events

The trustees also considered the likelihood of other significant post balance sheet events and concluded that there are none which significantly impact the financial statements.

27. Related parties

A total of £1,020 (2023: £2,890) of donation was received from the following Trustees and senior management:

	£
William McCallum	300
Phyll Opoku-Gyimah	720

There are no conditions attached to these donations.

28. Going concern

The trustees have continuously carried out assessments of the charity's circumstances and projections and whether there are any significant risks or threats posed. The trustees are satisfied that to date, there are no such circumstances and consider the going concern basis is appropriate for these financial statements.

Accounts

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Audited Financial Statements
31 March 2023

Jackson & Jackson
A trading name of Jackson Nicholas Assie Ltd
Chartered Certified Accountants & Statutory Auditors
Suite 7, Meridian House
62 Station Road, Chingford
London E4 7BA

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	Kaleidoscope Diversity Trust
Charity registration number	1146274
Company registration number	07713654
Principal office and registered office	The Green House Unit 2.10 244 - 254 Cambridge Heath Road London E2 9DA

The trustees

Richard Angell	(Resigned 22 September 2022)
Simon Millson - Chair	
Noel Watson-Doig	
Alvin To	
William Mccallum	
Beth Dowling-Jones	
Richard Wingfield	
Jasvir Singh	
Joselene Peres	(Appointed 6 July 2022)
Matthew Hedges	(Appointed 6 July 2022)
Tobi Olasunkanmi	(Appointed 6 July 2022)
Krishna Gandhi	(Appointed 6 July 2022)

Company secretary Noel Watson-Doig

Executive Director Phyll Opoku-Gyimah

Auditor Jackson Nicholas Assie Ltd
Chartered Certified Accountants & statutory auditor
Suite 7, Meridian House
62 Station Road
Chingford
London
E4 7BA

Bankers The Co-operative Bank
1 Balloon Street
Manchester
M60 4EP

Metro Bank
One Southampton Row
London
EC1B 5HA

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2023

1. Structure, Governance and Management

Kaleidoscope Diversity Trust (Kaleidoscope Trust) is a charitable company limited by guarantee, incorporated on 21 November 2011 and registered as a charity on 7 March 2012. The Company was established under a Memorandum of Association, which established the objects and the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

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 governing document, the Companies Act 2006 and 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) (effective 1 January 2019).

Our Board of trustees (Directors) is responsible for setting the overall strategy and direction of the charity, and for ensuring Kaleidoscope Trust uses its resources effectively in pursuit of its strategy. The trustees meet at least four times each year as a Board and collectively delegate the day-to-day execution of the activities to the Executive Director.

In addition, the is supported through the work of three subcommittees:

- **Audit and Risk Committee** – responsible for appointing the external auditors, reviewing the annual accounts, and assessing and monitoring the risks and controls applicable to the Trust.
- **Fundraising and Communications Committee** – responsible for setting and overseeing the Trust's fundraising and communication strategies.
- **HR and Remuneration Committee** – responsible for overseeing and approving the Trust's compensation and benefit plans, as well as human resources and its associated policies and considerations.

Membership of these committees is drawn from trustees, executive leadership team, senior management, and subject matter experts who possess expertise relevant to the work of the committee. The composition of each subcommittee must consist of 50% or more trustees.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities it should undertake. The trustees have identified the risks relevant to the charity and taken steps to mitigate those. The trustees regularly manage and update the risks faced by the charity through a register which is reviewed at the Audit and Risk Committee and quarterly at Board meetings. The pandemic has brought new risks and the trustees are confident we have introduced measures to the way we work to mitigate its impact. As these accounts show, we are a going concern with sufficient financial reserves to meet the core costs of three months of continuing operations.

New trustees are appointed from time to time. A periodic assessment of skills gap relating to the aim and objectives of the trust is completed by the trustees and new members are sought through an open recruitment process and are appointed to provide those skills. New trustees are inducted into the workings of the charity, and also of the Company as a registered charity, by the Chair and Executive Director. Guidance information from the Charity Commission is made available to all trustees.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2023

2. Aims, Objectives and Strategic Report

Kaleidoscope Trust works to uphold the human rights of lesbian, gay, bisexual, transgender, and intersex (LGBTI+) people in countries around the world where they are discriminated against or marginalised due to their sexual orientation, gender identity and/or gender expression. We work with British and international institutions and partners to support the work of LGBTI+ activists to bring about positive legislative, policy and social change for LGBTI+ people everywhere.

Our charity's purposes are to promote human rights and particularly the rights and freedoms of those who face discrimination on the grounds of sexual orientation and gender identity, including by:

- Monitoring abuses of human rights;
- Obtaining redress for the victims of human rights abuse;
- Relieving need among the victims of human rights abuse;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to governments on other on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy on human rights;
- Eliminating infringements of human rights.

2.1 Grant Making

Our grant making policy to organisations encompasses research and analysis which helps us to better understand the varied and diverse movements taking place in support of LGBTI+ human rights. The findings underpin our programme design and we shape outputs and advocacy that centres the needs of diverse LGBTI+ communities. It also funds advocacy work that aims to spread awareness among officials and policymakers about LGBTI+ rights across the globe, including the Commonwealth, urging them to use their power and influence in support of the rights of LGBTI+ people. In many countries, there is often only one organisation available to LGBTI+ communities. We deliver funding, resources, and support to ensure the long-term sustainability of organisations defending the human rights of LGBTI+ people. Our programmes are designed to strengthen and embolden movements for change. We share knowledge, bring together organisations with interconnected goals and connect grassroots organisations to high-level politicians and decision-makers.

Our aims fully reflect the purposes that the charity was set up to further. All our charitable activities are undertaken to further the public benefit.

We review our aims, objectives, and activities each year. The review assesses what we achieved and the outcome of our work in the previous 12 months. The review considers the successes of each key activity and the benefits they have brought to those groups, organisations, and communities we were set up to support. The review also helps us to ensure our aims, objectives and activities remain focused on our stated purposes. In conducting this exercise and in planning our future activities, we assess our activities against the guidance contained in the Charity Commission's general guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2023

3. Looking to the Future

As noted in last year's report, the future feels uncertain. This has, sadly, not changed in the last twelve months. Although the impact of the COVID-19 pandemic has continued to abate, widespread global upheaval and conflict remain, as does the cost-of-living crisis here in the UK. Furthermore, the impacts of climate change are increasingly being felt, impacts which we know affect marginalised communities. Sadly, we have also continued to see an increase in anti-LGBTI+ rhetoric and violence in many places around the world.

This uncertainty reinforces our commitment to further build upon the flexibility we have demonstrated over recent years and to increase our ability to support our partners in times of crisis. A key priority going forward will be building resources to respond to emergency situations, such as the passage or threatened passage of anti-LGBTI+ legislation or significant threats of violence.

However, despite the uncertainty, there are also significant signs of progress. In this financial year LGBTI+ people in four different Commonwealth countries saw discriminatory laws which had criminalised their relationships overturned. This shift shows that years of advocacy and work to change hearts and minds and to challenge legislatures, carried out by activists across the world and supported by Kaleidoscope Trust, is slowly paying off.

With a General Election in the UK approaching, we will continue to refine our policy asks on global LGBTI+ rights for the next UK Government and engage with politicians from all major political parties to ensure that LGBTI+ rights remain firmly on the UK's foreign policy agenda no matter which party is in power.

With support from the Australian, Canadian and UK Governments as well as our generous corporate supporters and individual givers, we remain hopeful that our vision of a world where LGBTI+ people everywhere can lead free, safe and equal lives can be realised.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

4. Achievements and Performance

4.1. From the Chair

The year under review was dominated by the war in Ukraine, and the cost-of-living and energy crises. Looking back, the Board remains encouraged by the resilience of the charity and the response to the challenges presented by soaring inflation. We are ever thankful to the UK's Foreign, Commonwealth and Development Office for its continued support and funding of our work. With ongoing funding from both the Australian and Canadian governments, the Board is grateful to all three Governments for their belief in our ability to deliver on the ground where it matters most.

Kaleidoscope Trust's trustees and committee members have been exceptional in their support for the charity, especially through its involvement in our HR and Remuneration, Audit and Risk, and its Fundraising and Communication Committees. All three met regularly throughout the year to provide guidance and oversight of the ever-evolving challenges and opportunities we faced. We also continued to diversify the membership of the Board with a further four trustee appointments during the reporting year. We thank those trustees whose terms came to an end.

Under the exceptional leadership of our Executive Director, Phyll Opoku-Gyimah, the management team grows in strength and depth. For the first time, we have both dedicated fundraising and communication managers.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2023

The Executive Director's outstanding fundraising efforts have resulted in an exceptional year for unrestricted core funding, putting us on more sustainable footing to invest in our activities. We have once more been able to count on the generosity of many individual and corporate donors. The Board is grateful to everyone who has supported the charity's work.

I am confident with the support of the Board and the strength and depth of expertise of the management team, that Kaleidoscope Trust will continue to meet the challenges ahead. We remain hopeful, focused, and determined as ever in our efforts to create a world where LGBTI+ people can be free, safe, and equal.

- Simon Millson, Chair of Kaleidoscope Trust

4.2. From the Executive Director

After two successive financial years dominated by the impacts of the COVID-19 pandemic, the 2022-2023 year finally saw a return to something approaching normal operations for Kaleidoscope Trust, or at least a new normal. With our hybrid working approach now fully embedded and a reinvigorated staff team, we were better able to play a full role in the global struggle for LGBTI+ rights.

The return of 'in-person' events and activities was very welcome. This meant that representatives were able to attend the Commonwealth Heads of Government Meeting in Kigali, Rwanda in June 2022, as well as the Equal Rights Coalition meeting in Mexico in September 2022, where we completed our extended (due to COVID-19) co-chairship of the ERC. In March 2023 we were also able to bring together activists and human rights defenders from across the world for a three-day Share and Connect workshop in Thailand.

With significant changes to the team and as we all acclimatised to the 'new normal', I am very proud of the way in which our staff rose to the challenge and continued to deliver life-changing work with impacts across the Commonwealth and beyond. I am also grateful for the support, guidance and commitment from the Board of trustees.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

4.3. Our Team

Between April 2022 and March 2023, the team enjoyed the remaining months of its office space generously provided pro-bono by WeWork. In June 2022, Kaleidoscope Trust secured a five-year lease on a dedicated space in Bethnal Green. The charity continues to support a hybrid working model.

During the reporting period, our staff headcount reached 21 team members, with a 20 full-time staff equivalent. These staffed areas included the appointment of the organisation's first Development Manager, who has dedicated their time towards identifying new funding streams as well as nurturing existing donors. We increased provision for our Policy and Public Affairs team, as well as our Operations, Finance and Compliance team – both departments welcomed senior managers to lead on their respective outputs. We were also particularly pleased to establish an enlarged, three-person team to provide the Secretariat function for The Commonwealth Equality Network. We also recruited a new APPG researcher and coordinator, in our function as the secretariat to the All-Party Parliamentary Group on Global LGBT+ Rights.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2023

4.4. Organisational Highlights: 1st April 2022 – 31st March 2023

4.4.1 Policy, Evidence and Research

4.4.1.1 CHOGM 2022 Shadow Report

For the first time since prior to the outbreak of the COVID-19 pandemic, the Commonwealth Heads of Government Meeting (CHOGM) 2022 presented a key opportunity for Commonwealth leaders and institutions to come together. Harnessing the momentum ahead of the event, Kaleidoscope Trust developed a report featuring a number of our partners in The Commonwealth Equality Network (TCEN), entitled: *LGBTI+ Rights in the Commonwealth: A review of country-level commitments since CHOGM 2018*, published in June 2022.

The report examined the obligations of Commonwealth member states under international human rights law, while taking into consideration the Commonwealth Charter and the 2018 CHOGM Communiqué, to provide an overview of the extent to which Commonwealth member states had fulfilled these obligations for LGBTI+ people, in the lead-up to CHOGM 2022. As well as providing insight into Commonwealth member states' implementation of their CHOGM 2018 commitments from an LGBTI+ perspective, it served as a powerful advocacy tool for both Kaleidoscope Trust and other TCEN member organisations in the run up to and at CHOGM 2022 in Kigali.

4.4.1.2 Kaleidoscope Trust Policy Manifesto 2022

The last few years have posed numerous challenges across our global community. In the face of a rapidly changing situation, it has been crucial to ensure that human rights of international LGBTI+ people remain a priority within the UK Government.

Published in September 2022, Kaleidoscope Trust produced and distributed the *Kaleidoscope Trust Policy Manifesto 2022: Building Free, Safe and Equal Societies for LGBT+ People*.

The manifesto served as a tool to urge the Government to help advance equality for LGBTI+ people across the world and was shared at a Labour Party Conference reception in Liverpool during September 2022. Speakers included Deputy Leader Angela Rayner MP, Shadow Minister for International Development, Stephen Doughty MP, and Co-Chair of the APPG on Global LGBT+ Rights, Dame Angela Eagle MP. It was also shared with Conservative Party parliamentarians at their Conference in Birmingham of the same year, where speakers included the Co-Chair of the All-Party Parliamentary Group on Global LGBT+ Rights, Elliot Colburn MP.

The manifesto outlined material steps for the UK Government to take to deliver the policies needed to help build a free, safe, and equal future, under five overarching priorities:

- Sustainable and Stable Funding
- Global Britain: Multilateral Leadership on LGBT+ Human Rights
- Addressing Violence and Discrimination
- Raising Global Standards through Action at Home
- Making the Case for Economic Inclusion

The document was well received and continued to be used as a strategic engagement pillar for the team well into 2023. Plans are underway to launch Kaleidoscope Trust's revised manifesto in October 2023.

Kaleidoscope Diversity Trust

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

Year ended 31 March 2023

4.4.2 Advocacy

4.4.2.1 Accredited Organisations' presentation to the Commonwealth Pre-Committee of the Whole (May 2022)

Kaleidoscope Trust, as a member organisation of The Commonwealth Equality Network (TCEN) and host to the network's Secretariat, represents TCEN on the steering committee of the Independent Forum of Commonwealth Organisations (IFCO). This group of active Commonwealth-accredited organisations authors a written submission highlighting civil society policy priorities for member states to consider in advance of the Commonwealth Heads of Government Meeting. Kaleidoscope Trust staff, on behalf of TCEN, co-drafted the chapter focused on the theme of 'Governance and Rule of Law' and worked to ensure marginalised groups, including LGBTI+ people, were explicitly included. Kaleidoscope Trust's deputy director, Jesse Sperling, participated as a co-presenter of the resulting chapter at the official 'Pre-Committee of the Whole' policy engagement in May between the 54 Commonwealth member states and a small group of selected accredited organisations.

4.4.2.2 Parliamentary Reception (December 2022)

We held our annual end-of-year Parliamentary Reception at the Foreign, Commonwealth and Development Office in December. We were joined by over 100 partners and supporters from the parliamentary, diplomatic, civil service, corporate and civil society worlds, including the Prime Minister's Special Envoy on LGBT+ Rights, Lord Nick Herbert, who gave keynote remarks alongside our executive director. We were pleased to recognise three exceptional people at the event for their lifetime contribution to upholding the human rights of LGBTI+ people: Jan Gooding, Moud Goba and Vijay Krishnarayan.

4.4.2.3 Sydney WorldPride Human Rights Conference (February 2023)

In February, Phyll Opoku-Gyimah, our Executive Director, and Jesse Sperling, our Deputy Director, met with numerous stakeholders and participated in various events at the both the Sydney WorldPride Human Rights Conference and at various pre-conferences.

Phyll moderated or was a panellist in three discussions: 'Tackling Criminalisation and Law Reform in Asia and the Pacific' at the donor pre-conference; 'Pride Across the Globe: Protest and International Solidarity', which focused on the importance of Pride as both protest and celebration; 'The Road Ahead of Our Movements' WorldPride closing plenary, about opportunities for global collaboration in the face of the rise of anti-rights movements.

Phyll and Jesse also variously attended the Global Equality Caucus's Asia-Pacific HIV Prevention Handbook Launch as well as the British High Commission's Pride In Business event. They met with the LGBTI+ special envoys and government representatives from Argentina, Australia, Canada, Italy, New Zealand, the UK and the United States, as well as with the UN Independent Expert on SOGI. They also convened with representatives of other TCEN members who were present in Sydney.

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4.4.3 The Commonwealth Equality Network (TCEN)

Kaleidoscope Trust is a founding member of The Commonwealth Equality Network (TCEN) and provides its Secretariat. Established in 2013, the network comprises over 65 organisations representing 46 countries, drawn from all Commonwealth regions. The network was set up to give a voice to LGBTI+ communities across the Commonwealth challenging inequality on the basis of sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) and to support joint advocacy to provide an answer to the colonial legacy of homophobia and transphobia – a Commonwealth solution to a Commonwealth problem.

As provider of the TCEN Secretariat, Kaleidoscope Trust and members of the TCEN Management Committee recruited an enlarged TCEN Secretariat team, consisting of an Officer, Operations Manager and Head of Secretariat. The Secretariat team, which support from other Kaleidoscope Trust teams, has worked closely with both the network's Management Committee and its member organisations to advance on a number of work streams during this reporting year, including:

- **Commonwealth Heads of Government Meeting (CHOGM), Kigali (June 2022):** Kaleidoscope Trust facilitated a group of 11 TCEN members to participate at the 2022 CHOGM. TCEN member organisation representatives from The Bahamas, Cameroon, Fiji, Jamaica, Kenya, Namibia, Rwanda, Saint Lucia, South Africa and the UK advocated for LGBTI+ priorities on panels at sessions of the People's, Youth and Women's Forums.
- **Webinar: 'Commonwealth Perspectives on Tackling Harassment and Violence at Work' (November 2022):** The Commonwealth Secretariat organised a webinar on enhanced commitments to eliminating violence against women and girls at work; to which Kaleidoscope Trust Executive Director Phyll Opoku-Gyimah, in her capacity as TCEN Secretary, was invited to contribute, particularly with regard to protecting the rights of women and LBT+ people in Commonwealth countries.
- **Commonwealth Parliamentary Association blog (December 2022):** To celebrate UN Human Rights Day, the TCEN Secretariat team contributed an LGBTI+ specific piece to a series of Commonwealth Parliamentary Association blogs about different perspectives on human rights in the Commonwealth, under the theme 'Dignity, Freedom and Justice for all.'
- **Management Committee meetings and 'Advocacy Week' (March 2023):** Kaleidoscope Trust and the TCEN Secretariat team organised an 'Advocacy Week' in London for the TCEN Management Committee (MC). The MC discussed network strategy and operational matters, and participated in a series of engagements organised by Kaleidoscope Trust with stakeholders and actors from across the UK Government, Parliament, the Commonwealth diplomatic community and the Commonwealth institutions, to discuss the current international landscape and policy priorities for LGBTI+ rights.

Kaleidoscope Diversity Trust

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

Year ended 31 March 2023

4.4.4 Intersectional Movement Building

Kaleidoscope Trust exists to fight for the rights of LGBTI+ people, but we recognise that the discrimination and violence members of our communities face are often based on – or compounded by – other aspects of their identities. We stand in solidarity with those who are facing human rights abuses on any basis and, as with any progressive movement, we understand the need to build intersectional coalitions for change.

Our programmes are designed to strengthen and embolden movements for change from the bottom up. We share knowledge, bring together organisations with interconnected goals and connect grassroots organisers amongst themselves and with high-level politicians and decision-makers so they can advocate for themselves and their communities. During this reporting period, we continued to build intersectional alliances for legal and policy reform, and to advocate more effectively for LGBTI+ rights and gender equality through the sensitisation of political and social leaders, including the media, religious and tribal leaders, or the private sector. These efforts focused on partners in Botswana, the Eastern Caribbean, Mauritius, Namibia and Tonga.

We also organised a Share and Connect Learning Workshop for LGBTI+ civil society organisations in March 2023. The workshop brought together 21 participants and experts from 17 different countries to speak with one another, share experiences, explore new collaborations opportunities and improve their strategies - both individual and collective - in areas such as legal and policy advocacy, awareness raising and social change, combating sexual- and gender-based violence, intersectional advocacy and alliance building, and advocacy within the United Nations and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

An important avenue towards building movements that are truly intersectional is the generation of data, evidence and insights to inform action and strategy. In December 2022, we launched an animation on intersectionality to mark the UN's annual *16 Days of Activism against Gender-Based Violence* campaign. The animation platformed the views and testimonies of LBQ and gender equality activists from different Commonwealth countries on the meaning and significance of intersectionality in their lives and in their activism, and how it can be used to bolster the building of cross-movement alliances and partnerships. The animation is now available in French and Sinhala.

Kaleidoscope Trust also commissioned the development of a database on our website that provides LGBTI rights advocates with information on how to use the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and what potential it presents for their advocacy efforts in their domestic contexts. CEDAW has been described as the international bill of human rights for women, and it is the only international treaty exclusively devoted to eliminating gender-based discrimination and the promotion of gender equality.

4.4.5 Capacity Strengthening

Through provision of financial and technical resources, our programmatic outputs supported several members' national-level policy and advocacy efforts through capacity building.

Key highlights included the delivering of capacity building opportunities to LGBTI+ civil society organisations in the Commonwealth on various areas of knowledge. The team provided more than 600 hours of personalised capacity building in benefit of 31 LGBTI+ organisations in 16 different Commonwealth countries on a variety of issues selected by partners themselves. The need for this type of support and the relevance of our approach is worth noting in that we received more than 100 applications for one of our capacity building workshops that took place in Bangkok in March 2023

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Year ended 31 March 2023

Kaleidoscope Trust directly supported 11 organisations in eight countries (Bangladesh, Botswana, Fiji, Kenya, Nigeria, Rwanda, Uganda and Zambia) to implement ground-breaking work on a variety of thematic areas, including: sexual and gender-based violence against and within the LGBTI+ community; SOGIESC-inclusive climate change management and economic inclusion; sensitisation of the media, service providers and government officials; and raising public awareness of LGBTI+ issues.

4.5. Other Notable Opportunities

4.5.1. Co-Chair of the Equal Rights Coalition (ERC)

With 42 member states, the coalition advances its agenda by enabling member states to engage with diverse civil society organisations and multilateral agencies across four thematic streams.

Kaleidoscope Trust has been one of its three civil society co-chairs (alongside Asociación Familias Diversas de Argentina (AFDA) and Stonewall) for the past three years. Kaleidoscope Trust has worked in close coordination with the UK and Argentinian Government co-chairs, as well as with the other governments and civil society organisations that lead the ERC's thematic groups.

Coinciding with the end of our co-chairship was the delivery of the ERC's biannual (in this case, triennial) global conference, which took place in Buenos Aires on 7-9 September 2022. The conference was an important opportunity to coalesce efforts internationally across all of the ERC's stakeholders and structures, as well as to discuss specifics related to the group's long-term strategy. After three days of discussion and connection-building in Buenos Aires, the joint *Declaration of the Member States on the ERC Global LGBTI Conference* was published, which pledges to work together to build a world where the human rights of all are respected regardless of sexual orientation, gender identity or expression, or sex characteristics.

Prior to handing over the chairship to Lesbian and Gay Federation (LSVD) in Germany and the Fundación Arcoiris in Mexico at the conference, Kaleidoscope Trust worked to secure funding from a number of member states to support CSO attendance at the conference, with particular emphasis on participation from Global South CSOs and underrepresented groups; a commitment to a funded pilot of an ERC secretariat to help the ERC deliver on its potential and to enable the incoming co-chairs to focus on guiding content and delivery against the strategy; and the above-mentioned document from member states laying out their commitments and priorities for the immediate term.

This report gives special thanks and recognition to Kaleidoscope Trust's Deputy Director for his role in the co-chairship over the past three years. The ERC is a complex mechanism with a critical role in the multilateral LGBTI+ space and counts many of the most important LGBTI+ actors at the global level among its membership. Working to strengthen the ERC involved tremendous effort and care; the success of the conference left us confident that partners recognise our contribution and that our time as Co-Chair has left ERC in good standing. We are proud of what the Coalition achieved during this time, and we wish its new chairs all the best in facilitating the Coalition's important work.

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

Year ended 31 March 2023

4.5.2. Secretariat of the All-Party Parliamentary Group on Global LGBT+ Rights

The UK Parliament's All-Party Parliamentary Group (APPG) on Global LGBT+ Rights exists to ensure that global LGBT+ issues remain part of the Government's agenda, and to provide opportunities to link UK Parliamentarians with key international and domestic actors working to combat discrimination of LGBT+ people around the world.

Kaleidoscope Trust has hosted the APPG's secretariat function - its Researcher and Coordinator role - since 2019. In October 2022 Kaleidoscope Trust worked with Co-Chairs, Dame Angela Eagle MP and Elliot Colburn MP, to recruit its newest Researcher and Coordinator. This role has provided a key secretariat function to the APPG, who have continued to host a broad range of events, meetings, panel discussions and briefings with Parliamentarians, civil society organisations, academics and activists from around the world during this reporting year.

Key highlights include:

- The organisation of a general debate to mark LGBT+ History Month in February, where parliamentarians came together to discuss the successes and challenges faced by LGBT+ people both domestically and internationally.
- Hosting prominent LGBT+ activists from Ghana to brief UK parliament on the anti-LGBT+ Bill taking root there.
- Hosting Hungarian MPs to discuss the growing rate of anti-LGBT+ sentiment in Hungary.
- Organising an online briefing with activists and community organisations in Uganda regarding their anti-LGBT bills.
- Working with the Commonwealth Parliamentary Association (CPA) UK to host a roundtable with The Commonwealth Equality Network on LGBT+ Activism in the Commonwealth, where they heard from leading LGBT+ activists across a range of nations including Jamaica, Namibia, Fiji and Kenya.
- Collaborating with The Commonwealth Equality Network to engage with the Management Committee during their visit to the UK.
- Working with Parliamentarians from across the political spectrum to help translate their insights into a series of articles which explore a broad range of issues affecting the LGBTI+ community. This includes specific articles on tackling decriminalisation, addressing health inequality and strengthening the UK's role on a global landscape.
- These articles are now being turned into a hardcover compendium which will be completed and printed by the end of December 2023.

4.5.3 Co-Chair of the UK Alliance for Global Equality (UK AGE)

In February 2022, Kaleidoscope Trust took up another one-year term as co-chair of the UK Alliance for Global Equality (UK AGE), a coalition of 16 UK-based civil society organisations working together to promote and support progress in global LGBT+ rights. We continued to facilitate this group's connections and coordinate relevant engagements on international LGBTI+ rights.

Kaleidoscope Diversity Trust

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

Year ended 31 March 2023

5. Financial Review

The financial position of the charity can be found on the main financial statements and related notes in these accounts. With the generous support of our grantors, donors and the efforts of our staff, our charity generated a positive financial outcome for the period with an increased income of £1,793,303 compared to £1,640,109 last year. Net assets at the end of the reporting period are £833,922 compared to £645,504 last year.

In the 2022/2023 financial year, the charity was principally funded through grants from the UK, Canadian and Australian governments to promote the work done by TCEN, as well as major gifts from individuals and corporations, small gifts from online donations and fund-raising events, and by grants awarded by other trusts and foundations. Over the past year, the Trust's fundraising efforts diversified as an increasing number of individuals and corporations sought to support the work of the Kaleidoscope Trust in various ways. We are most grateful to all those who generously supported our work during the course of the year.

Kaleidoscope Trust was pleased to host its annual fundraising Gala in October 2022. The organisation's dedicated Development Manager continued to grow our unrestricted income streams by identifying new opportunities, building on our fundraising efforts through donations and pledges and partnering with an increased number of corporations. Through our fundraising efforts, we were able to continue working with courageous LGBTI+ activists and influencing British and Commonwealth stakeholders to advance the human rights of LGBTI+ people around the world in these challenging times.

The trustees have examined the charity's requirements for reserves in light of the main identified risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least three months of the charity's core expenditure. The charity will aim to continue to build reserves in order to make provision for any unexpected drop in funding. The reserve requirements and reserves policy will be monitored by the trustees on a regular basis. Based on the results for the 2022/2023 financial period, the required level of reserves would be £281,289. Current unrestricted and restricted funds as at the end of the reporting period is £455,632 and £378,290 respectively. In order to secure the future of the charity, the trustees aim to secure ongoing funding of grants and increasing donations and fundraising efforts.

6. Volunteers

We would like to thank those who have given their time voluntarily to provide pro-bono advice and support to us during this period. This has enhanced and enriched our work. The advice and support is generally relating to specific aspects of our work.

7. Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 26 to the financial statements.

Kaleidoscope Diversity Trust

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

Year ended 31 March 2023

8. Trustees' responsibilities statement

- (a) the directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations and in accordance with United Kingdom Generally Accepted Accounting Practice;
- (b) company law requires the directors 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 charity and of the surplus or deficit profit or loss of the charity for that period;
- (c) in preparing the financial statements the directors are required to:
 - (i) select suitable accounting policies and then apply them consistently;
 - (ii) make judgements and accounting estimates that are reasonable and prudent;
 - (iii) State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
 - (iv) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- (d) the directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and that enable them to ensure that the financial statements comply with the Companies Act;
- (e) the directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities; and
- (f) where appropriate, the directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

In the case of CA 06 Co.-s418(2) each of the persons who are directors at the time when the report is approved, the following applies:

- (a) so far as each director is aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware; and
- (b) each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information

Kaleidoscope Diversity Trust

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

Year ended 31 March 2023

Auditor

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

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

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 13 December 2023 and signed on behalf of the board of trustees by:

Simon Millson
Trustee

Alvin To
Trustee

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

Year ended 31 March 2023

Opinion

We have audited the financial statements of Kaleidoscope Diversity Trust (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cashflows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the audited financial statements:

- give a true and fair view of the state of the charity's affairs as of 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom accounting standards, including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements relating to the audit of the financial statements in the UK, including the Financial Reporting Standards (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In common with many other charities of this size and nature the auditors are used to assist with the preparation of the financial statements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work, we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Kaleidoscope Diversity Trust

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Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

(continued)

Year ended 31 March 2023

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditors report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the Directors' Report) for the financial year for which the audited financial statements are prepared is consistent with the audited financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the audited financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the audited financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Kaleidoscope Diversity Trust

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Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the audited financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the audited financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Kaleidoscope Diversity Trust

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Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2023

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We considered the nature of the charity's industry and its control environment and reviewed the charity's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and others within the entity about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory frameworks that the charity operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the Companies Act, Charities Act, Charities (Accounts and Reports) Regulations 2008, Health and Safety Act, employment law, pensions legislation, tax legislation, Bribery Act and Slavery Act; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty. These included the Charity Commission for England and Wales (Charity Commission) regulations, fundraising regulations and Anti-Money Laundering Regulations (including Proceeds of Crime Act 2002 and Terrorism Act 2000)

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud in the following areas, and our specific procedures performed to address them are described below:

- Recognition of grant income: this involves judgement around whether grants have performance conditions attached to them which have to be met before income can be recognised, as well as judgement over whether or not those conditions have been satisfied. On a sample basis, we have assessed the judgements and estimates made by management in the recognition of this income.
- Appropriate allocation of restricted income: there is a risk that restricted income may not have been identified and allocated as such. We reviewed the allocation of income to restricted or unrestricted funds on initial recognition to ensure restrictions were appropriately identified and applied, and we reviewed fund transfers from restricted to unrestricted funds to assess the rationale for those movements.

Kaleidoscope Diversity Trust

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Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2023

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing internal management reports, reviewing correspondence with HMRC and with the Charity Commission.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Assie FCCA (Senior Statutory Auditor)
for and on behalf of
Jackson Nicholas Assie Ltd
Chartered Certified Accountants and Statutory Auditors

Suite 7, Meridian House
62 Station Road
North Chingford
London E4 7DB

14 December 2023

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2023

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	74,750	1,441,749	1,516,499	1,361,599
Other trading activities	6	276,200	–	276,200	278,510
Investment income	7	–	604	604	–
Total income		<u>350,950</u>	<u>1,442,353</u>	<u>1,793,303</u>	<u>1,640,109</u>
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	8	(7,803)	–	(7,803)	(29,374)
Expenditure on charitable activities	9,10	(293,323)	(1,303,759)	(1,597,082)	(1,214,999)
Total expenditure		<u>(301,126)</u>	<u>(1,303,759)</u>	<u>(1,604,885)</u>	<u>(1,244,373)</u>
Net income and net movement in funds		<u>49,824</u>	<u>138,594</u>	<u>188,418</u>	<u>395,736</u>
Reconciliation of funds					
Total funds brought forward		405,808	239,696	645,504	249,768
Total funds carried forward		<u>455,632</u>	<u>378,290</u>	<u>833,922</u>	<u>645,504</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 23 to 39 form part of these financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	£	2022 £
Current assets				
Debtors	19	198,006		294,988
Cash at bank and in hand		<u>751,358</u>		<u>374,052</u>
		949,364		669,040
Creditors: amounts falling due within one year	20	<u>(115,442)</u>		<u>(23,536)</u>
Net current assets			833,922	645,504
Total assets less current liabilities			833,922	645,504
Net assets			833,922	645,504
Funds of the charity				
Restricted funds			378,290	239,696
Unrestricted funds			<u>455,632</u>	<u>405,808</u>
Total charity funds	22		833,922	645,504

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 13 December 2023, and are signed on behalf of the board by:

Simon Millson
Trustee

Alvin To
Trustee

Company Registration Number: 07713654

The notes on pages 23 to 39 form part of these financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income	188,418	395,736
<i>Adjustments for:</i>		
Other interest receivable and similar income	(604)	—
Accrued expenses/(income)	(45,925)	(83,909)
<i>Changes in:</i>		
Trade and other debtors	155,372	(124,984)
Trade and other creditors	79,441	(20,104)
Cash generated from operations	376,702	166,739
Interest received	604	—
Net increase in cash and cash equivalents	377,306	166,739
Cash and cash equivalents at beginning of year	374,052	207,313
Cash and cash equivalents at end of year	751,358	374,052

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Green House, Unit 2.10, 244 - 254 Cambridge Heath Road, London, E2 9DA.

2. Statement of compliance

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 (FRS102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The audited financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no other material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There have not been any judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have had a significant effect on the amounts recognised in the financial statements. There are no other judgements not other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- grants from government have been included within income from grants where these are specifically for the provision of services. The grant funding invariably include terms and conditions that must be met before Kaleidoscope can claim entitlement to the income.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Tangible assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £5,000 are not capitalised.

Depreciation

Depreciation is calculated so as to write off the cost or of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - Straight line over 3 years

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

4. Limited by guarantee

Kaleidoscope Diversity Trust is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Recoverable from HMRC in Gift Aid	5,541	—	5,541
Donations £10,000 or less	59,209	—	59,209
Grants			
Hivos Foundation	—	—	—
Baring Foundation	—	97,867	97,867
Department of Foreign Affairs and Trade (DFAT)	—	243,000	243,000
Global Affairs Canada (GAC)	—	—	—
Foreign, Commonwealth & Development Office (FCDO)	—	1,095,882	1,095,882
GiveOut	—	5,000	5,000
Esmée Fairbairn Foundation	10,000	—	10,000
	<u>74,750</u>	<u>1,441,749</u>	<u>1,516,499</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Recoverable from HMRC in Gift Aid	4,445	—	4,445
Donations £10,000 or less	122,774	—	122,774
Grants			
Hivos Foundation	—	1,100	1,100
Baring Foundation	—	46,216	46,216
Department of Foreign Affairs and Trade (DFAT)	—	90,903	90,903
Global Affairs Canada (GAC)	—	257,580	257,580
Foreign, Commonwealth & Development Office (FCDO)	—	838,581	838,581
GiveOut	—	—	—
Esmée Fairbairn Foundation	—	—	—
	<u>127,219</u>	<u>1,234,380</u>	<u>1,361,599</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Other trading activities

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
	£	£	£	£
Fundraising events	276,200	276,200	270,474	270,474
Other income - Furlough Income	—	—	8,036	8,036
	<u>276,200</u>	<u>276,200</u>	<u>278,510</u>	<u>278,510</u>

7. Investment income

	Restricted Funds	Total Funds 2023	Restricted Funds	Total Funds 2022
	£	£	£	£
Bank interest receivable	<u>604</u>	<u>604</u>	<u>—</u>	<u>—</u>

8. Costs of other trading activities

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
	£	£	£	£
Fundraising costs	<u>7,803</u>	<u>7,803</u>	<u>29,374</u>	<u>29,374</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Core Activities	43,981	–	43,981
Global Equality Programme (GEP)	–	373,450	373,450
Fighting the Reversing Tide (RtT II)	–	573,043	573,043
Intersectionality in the Commonwealth (DFAT)	–	74,042	74,042
Global Affairs Canada (GAC)	–	64,217	64,217
Commonwealth - related activities	–	–	–
Equal Rights Coalition (ERC)	–	54,805	54,805
APPG	–	45,952	45,952
GiveOut	–	5,000	5,000
Support costs	249,342	113,250	362,592
	<u>293,323</u>	<u>1,303,759</u>	<u>1,597,082</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Core Activities	27,303	–	27,303
Global Equality Programme (GEP)	–	246,500	246,500
Fighting the Reversing Tide (RtT)	–	487,901	487,901
Intersectionality in the Commonwealth (DFAT)	–	79,242	79,242
Global Affairs Canada (GAC)	–	56,415	56,415
Commonwealth - related activities	–	2,607	2,607
Equal Rights Coalition (ERC)	–	–	–
APPG	–	–	–
GiveOut	–	–	–
Support costs	165,845	149,186	315,031
	<u>193,148</u>	<u>1,021,851</u>	<u>1,214,999</u>

The costs attributed to the various programmes/activities above are only those relating to direct costs. The related support costs in each activity are disclosed in note 10.

The basis of allocation of costs to activities is based on staff time spent on each activity.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2023 £	Total fund 2022 £
Equal Rights Coalition (ERC)	—	—	—	—	10,000
APPG	—	—	—	—	46,216
UK Aid Connect	—	—	—	—	1,100
Core Activities	42,147	1,834	238,632	282,613	184,550
Global Equality Programme (GEP)	213,943	159,507	37,084	410,534	269,913
Fighting the Reversing Tide (RtT)	451,026	122,017	60,138	633,181	536,692
Intersectionality in the Commonwealth (DFAT)	72,074	1,968	7,404	81,446	89,242
Global Affairs Canada (GAC)	54,599	9,618	8,624	72,841	66,081
Commonwealth - related activities	—	—	—	—	2,607
Equal Rights Coalition (ERC)	54,805	—	—	54,805	—
APPG	45,952	—	—	45,952	—
GiveOut	5,000	—	—	5,000	—
Governance costs	—	—	10,710	10,710	8,598
	<u>939,546</u>	<u>294,944</u>	<u>362,592</u>	<u>1,597,082</u>	<u>1,214,999</u>

11. Analysis of support costs

	2023 £	2022 £
Staff costs	232,390	245,385
Premises	29,696	8,405
Governance	10,710	8,598
Other	89,796	52,643
	<u>362,592</u>	<u>315,031</u>

Analysis of governance costs (included in support costs)

	Accountancy £	Payroll Services £	Bookkeepin g Services £	Professional costs £	Total 2023 £	Total 2022 £
Governance costs	<u>7,500</u>	<u>1,925</u>	<u>874</u>	<u>411</u>	<u>10,710</u>	<u>8,598</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Analysis of grants

	Grants to institutions £	Grants to individuals £	Support costs £	2023 £
Global Equality Programme (GEP)	159,507	–		159,507
Fighting the Reversing Tide (RtT II)	122,017	–	–	122,017
Intersectionality in the Commonwealth (DFAT)	1,968	–	–	1,967
Global Affairs Canada (GAC)	9,618	–	–	9,618
Commonwealth - Related Activities	1,834	–	–	1,834
	<u>294,944</u>	<u>–</u>	<u>–</u>	<u>294,944</u>

	Grants to institutions £	Grants to individuals £	Support costs £	2022 £
Global Equality Programme (GEP)	120,653	–	–	120,653
Reversing the Tide (RtT)	149,289	–	–	149,289
Intersectionality in the Commonwealth (DFAT)	26,600	–	–	26,600
Global Affairs Canada (GAC)	22,711	–	–	22,711
Commonwealth Related Activities	2,607	–	–	2,607
	<u>321,860</u>	<u>–</u>	<u>–</u>	<u>321,860</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Analysis of grants *(continued)*

Global Equality Programme (GEP)

This fund is to enable the Trust to support and advocate for the human rights of LGBTI+ communities across the Commonwealth area.

Fighting the Reversing Tide (RtT)

This fund is to enable the Trust to support and advocate for the human rights of LGBTI+ communities across the Commonwealth area.

Intersectionality in the Commonwealth (DFAT)

The fund is used in support of the Intersectionality in the Commonwealth Pacific programme. This was funded by the Australian Government's Department of Foreign Affairs and Trade (DFAT) and the programme was called 'Respect, Mainstreaming and Realisation of LGBTI+ Rights in the Commonwealth.

Global Affairs Canada (GAC)

This fund is dedicated to support the work of The Commonwealth Equality Network (TCEN) to address inequality and discrimination faced by LGBTI+ persons, communities and organisations in selected Commonwealth countries.

Commonwealth – Related Activities

This fund is to enable the Trust to support and advocate for the human rights of LGBTI+ communities across the Commonwealth area.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

	2023 £	2022 £
Grants to institutions		
BANDHU	10,989	7,809
APCOM	4,765	–
BIMBA	700	7,650
The International IDAHO Committee	1,600	–
Pacific Sexual and Gender Diversity Network	1,496	–
Eastern Caribbean Alliance for Diversity and Equality	60,000	48,387
Diversity Alliance Namibia	30,128	9,847
EQUALS	–	6,868
Eswatini Sexual and Gender Minorities	–	6,533
Feminist Action Development Ambition (FADA)	20,246	11,971
GENDER LINKS	61,379	21,165
I AM ONE (Trinidad and Tobago, San Fernando)	–	10,076
LEGABIBO	8,902	12,306
LEHA	12,723	10,687
NAZ	–	13,911
Oagachaga	–	5,952
RuRCHeDI	12,893	10,373
Sayoni Singapore	–	15,110
The Human Dignity Trust	1,686	–
TONGA LEITIS ASSOCIATION	8,000	11,122
VPride	–	19,002
We-Change	–	7,440
EMH Global	1,476	–
Access Chapter 2	590	–
Dignitate Zambia Limited	8,715	9,970
EQUAL GROUND	349	9,654
FARUG	11,845	26
GALCK	13,000	7,490
Katya Burns	–	4
Open for Business	2,607	12,366
Rainbow Identity Association	–	6,400
Rainbow Pride Foundation	11,100	18,300
Rights Evidence Action Ltd	–	309
Sexual Minorities Uganda (SMUG)	–	7,873
Taitu Heron	–	1,255
WHER	9,622	12,000
ADJUST	–	4
Miscellaneous	133	–
	294,944	321,860

The grants were paid to the organisations to obtain services to assist in carrying out the programmes.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

13. Net income

Net income is stated after charging/(crediting):

	2023	2022
	£	£
Operating lease rentals	<u>21,827</u>	<u>13,891</u>

14. Auditors remuneration

	2023	2022
	£	£
Fees payable for the audit of the financial statements	<u>4,125</u>	3,465
Fees payable for non-audit services	<u>3,375</u>	<u>2,835</u>

15. Staff costs

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

	2023	2022
	£	£
Wages and salaries	735,788	540,247
Social security costs	77,042	52,323
Employer contributions to pension plans	<u>16,993</u>	<u>12,762</u>
	<u>829,823</u>	<u>605,332</u>

The average head count of employees during the year was 18 (2022: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Charitable Activities	16	13
Number of Administrative staff	<u>2</u>	<u>2</u>
	<u>18</u>	<u>15</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2023	2022
	No.	No.
£60,000 to £69,999	1	1
£70,000 to £79,999	<u>1</u>	<u>—</u>
	<u>2</u>	<u>1</u>

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £139,928 (2022: £128,844).

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

16. Trustee remuneration and expenses

- No trustees received any remuneration or other benefits from employment with the charity.
- No trustees or other person related to the charity has any personal interest in any contract or transaction entered into by the charity during the year or the previous year.
- No Trustees received expenses during the year (2022: Nil)

17. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good shortfalls and eliminate negative fund balances.

18. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2022 and 31 March 2023	<u>1,350</u>	<u>1,350</u>
Depreciation		
At 1 April 2022 and 31 March 2023	<u>1,350</u>	<u>1,350</u>
Carrying amount		
At 31 March 2023	<u>—</u>	<u>—</u>
At 31 March 2022	<u>—</u>	<u>—</u>

19. Debtors

	2023 £	2022 £
Trade debtors	1,720	176,503
Prepayments and accrued income	170,847	112,457
Other debtors	25,439	6,028
	<u>198,006</u>	<u>294,988</u>

20. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	87,731	8,290
Accruals and deferred income	27,711	15,246
	<u>115,442</u>	<u>23,536</u>

There is not pension liability this year (2022: £ Nil).

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

21. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £16,993 (2022: £12,762).

22. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
General funds	<u>405,808</u>	<u>350,950</u>	<u>(301,126)</u>	<u>455,632</u>

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
General funds	<u>222,601</u>	<u>405,729</u>	<u>(222,522)</u>	<u>405,808</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

22. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
Commonwealth Fund	46,536	1,040,882	(1,043,715)	43,703
APPG Fund	—	97,867	(45,952)	51,915
Department of Foreign Affairs and Trade (DFAT) Fund	1,661	243,000	(81,446)	163,215
GiveOut Fund	—	5,000	(5,000)	—
UK Aid Connect Fund	—	—	—	—
Global Affairs Canada (GAC) Fund	191,499	604	(72,841)	119,262
Equal Rights Coalition Fund	—	55,000	(54,805)	195
	<u>239,696</u>	<u>1,442,353</u>	<u>(1,303,759)</u>	<u>378,290</u>

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
Commonwealth Fund	27,167	838,580	(819,211)	46,536
APPG Fund	—	46,216	(46,216)	—
GiveOut Fund	—	—	—	—
UK Aid Connect Fund	—	1,100	(1,100)	—
Global Affairs Canada (GAC) Fund	—	257,581	(66,082)	191,499
Department of Foreign Affairs and Trade (DFAT) Fund	—	90,903	(89,242)	1,661
Equal Rights Coalition Fund	—	—	—	—
	<u>27,167</u>	<u>1,234,380</u>	<u>(1,021,851)</u>	<u>239,696</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

22. Analysis of charitable funds *(continued)*

Commonwealth

This fund is to enable the Trust to support and advocate for the human rights of LGBTI communities across the Commonwealth area.

Global Affairs Canada (GAC)

This fund is dedicated to support the work of The Commonwealth Equality Network (TCEN) to address inequality and discrimination faced by LGBTI persons, communities and organisations in selected Commonwealth countries.

APPG

This fund is dedicated to supporting the work of All-Party Parliamentary Group (APPG) on Global LGBTI Rights.

Department of Foreign Affairs and Trade (DFAT)

The fund is used in support of the Intersectionality in the Commonwealth Pacific programme.

GiveOut

This fund is used to bring activists to London for advocacy around the Commonwealth Heads of Government Meeting.

UK Aid Connect

This fund is dedicated to support the delivery of the LGBTI stream of the Department for International Development's flagship UK Aid Connect programme, through the 'Strong in Diversity, Bold on Inclusion' project.

Equal Rights Coalition (ERC)

This fund works to advance the human rights of LGBTI people and promotes inclusive development in both 42 member states and non-member countries by engaging with civil society organisations and multilateral agencies.

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	571,074	378,290	949,364
Creditors less than 1 year	(115,442)	—	(115,442)
Net assets	455,632	378,290	833,922

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Current assets	424,683	244,357	669,040
Creditors less than 1 year	(18,875)	(4,661)	(23,536)
Net assets	405,808	239,696	645,504

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

24. Analysis of changes in net debt

	At 1 Apr 2022	Cash flows	At 31 Mar 2023
	£	£	£
Cash at bank and in hand	<u>374,052</u>	<u>377,306</u>	<u>751,358</u>

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2023	2022
	£	£
Not later than 1 year	13,242	6,072
Later than 1 year and not later than 5 years	9,108	15,180
	<u>22,350</u>	<u>21,252</u>

26. Post balance sheet events

The trustees have considered the likelihood of any significant post balance sheet events and have concluded that there are none which impact the financial statements.

27. Related parties

A total of £2,890 (2022: £2,240) of donation was received from the following Trustees and senior management:

	£
William McCallum	650
Richard Angell	600
Beth Dowling-Jones	580
Krishna Gandhi	250
Jasvir Singh	150
Joselene Peres	150
Matthew Hedges	150
Richard Wingfield	150
Tobi Olasunkanmi	150
Phyll Opoku-Gyimah	60

There are no conditions attached to these donations.

In the reporting period, KDT agreed to be a fiscal sponsor for UK Black Pride (UKBP) on a single occasion where it agreed to process a charitable donation of \$20,000 USD from Spotify USA to UKBP in exchange for a charitable Pride campaign. UKBP approached Kaleidoscope Trust with this request due to limitations on the types of bank accounts that Spotify USA are able to transfer funds to internationally. Since KDT is a registered UK charity and company limited by guarantee, we were eligible to act as fiscal sponsor. With approval from Kaleidoscope Trust Board Chair, Treasurer, Secretary, and the Audit & Risk Committee, the donation of \$20,000 was transferred to KDT from Spotify USA (of which we received £16,842.11 GBP) and then £16,000 was transferred to UKBP, less 5% processing fee of £842.11 retained by Kaleidoscope Trust to provide the associated administration service associated with organising the fiscal sponsorship. UK Black Pride is related party as the Executive Director of KDT is a stakeholder in UKBP. KDT has carried out due diligence checks on UKBP and Spotify USA and are satisfied there are no reasons this fiscal sponsorship could not be offered.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

28. Going concern

The trustees have continuously carried out assessments of the charity's circumstances and projections and whether there are any significant risks or threats posed. The trustees are satisfied that to date, there are no such circumstances and consider the going concern basis is appropriate for these financial statements.

Accounts

COMPANY REGISTRATION NUMBER: 07713654
CHARITY REGISTRATION NUMBER: 1146274

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Audited Financial Statements
31 March 2022

Jackson & Jackson
A trading name of Jackson Nicholas Assie Limited
Chartered Certified Accountants & Statutory Auditors
Suite 7, Meridian House
62 Station Road, Chingford
London E4 7BA

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2022

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Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name Kaleidoscope Diversity Trust
Charity registration number 1146274
Company registration number 07713654
Principal office and registered office The Green House
Unit 2.10
244 - 254 Cambridge Heath Road
London
E2 9DA

The trustees

Richard Angell	(Resigned 22 September 2022)
Rowland Macaulay	(Resigned 14 October 2021)
Simon Millson	
Noel Watson-Doig	
Alvin To	
Rebecca Fox	(Resigned 18 November 2021)
William McCallum	
Beth Dowling-Jones	
Richard Wingfield	
Jasvir Singh	
Joselene Peres	(Appointed 6 July 2022)
Matthew Hedges	(Appointed 6 July 2022)
Tobi Olasunkanmi	(Appointed 6 July 2022)
Krishna Gandhi	(Appointed 6 July 2022)

Company secretary Noel Watson-Doig

Executive Director Phyll Opoku-Gyimah

Auditor Jackson Nicholas Assie Limited
Chartered Certified Accountants & statutory auditor
Suite 7, Meridian House
62 Station Road
Chingford
London
E4 7BA

Bankers The Co-operative Bank
1 Balloon Street
Manchester
M60 4EP

Metro Bank
One Southampton Row
London
EC1B 5HA

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

1. Structure, Governance and Management

Kaleidoscope Diversity Trust (Kaleidoscope Trust) is a charitable company limited by guarantee, incorporated on 21 November 2011 and registered as a charity on 7 March 2012. The Company was established under a Memorandum of Association, which established the objects and the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

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 governing document, the Companies Act 2006 and 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) (effective 1 January 2019).

Our Board of Trustees (Directors) is responsible for setting the overall strategy and direction of the charity, and for ensuring Kaleidoscope Trust uses its resources effectively in pursuit of its strategy. The trustees meet at least four times each year as a Board and collectively delegate the day-to-day execution of the activities to the Executive Director.

In addition, the is supported through the work of three subcommittees:

- **Audit and Risk Committee** – responsible for appointing the external auditors, reviewing the annual accounts, and assessing and monitoring the risks and controls applicable to the Trust
- **Fundraising and Communications Committee** – responsible for setting and overseeing the Trust's fundraising and communication strategies
- **Remuneration Committee** – responsible for overseeing and approving the Trust's compensation and benefit plans

Membership of these committees is drawn from trustees, senior management, and subject matter experts who possess expertise relevant to the work of the committee. The composition of each subcommittee must consist of 50% or more trustees.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities it should undertake. The trustees have identified the risks relevant to the charity and taken steps to mitigate those. The trustees regularly manage and update the risks faced by the charity through a register which is reviewed at the Audit and Risk Committee and quarterly at Board meetings. The pandemic has brought new risks and the trustees are confident we have introduced measures to the way we work to mitigate its impact. As these accounts show, we are a going concern with sufficient financial reserves to meet the core costs of three months of continuing operations.

Methods of appointing new trustees: New trustees are appointed from time to time. A periodic assessment of skills gap relating to the aim and objectives of the trust is completed by the trustees and new members identified from known professional associates to supply those skills. New trustees are inducted into the workings of the trust, and also of the Company as a registered charity, by the Chair and Executive Director. Guidance information from the Charity Commission is made available to all Trustees.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

2. Aims, Objectives and Strategic Report

Kaleidoscope Trust works with activists and organisations in countries around the world to create positive change for lesbian, gay, bisexual and trans (LGBT+) people particularly in countries where LGBT+ people experience discrimination, criminalisation and violence.

Our charity's purposes are to promote human rights and particularly the rights and freedoms of those who face discrimination on the grounds of sexual orientation and gender identity, including by:

- Monitoring abuses of human rights;
- Obtaining redress for the victims of human rights abuse;
- Relieving need among the victims of human rights abuse;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to governments on other on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy on human rights;
- Eliminating infringements of human rights;

Grant Making

Our grant making policy to organisations encompasses research and analysis which helps us to better understand the varied and diverse movement taking place in support of LGBT+ human rights. The findings underpin our programme design, as we shape outputs and advocacy that centre the needs of diverse LGBT+ communities. It also funds advocacy work aims to spread awareness among officials and policy makers about LGBT+ rights across the globe, including in the Commonwealth, urging them to use their power and influence in support of the rights of LGBT+ people. In many countries, there is often only one organisation available to LGBT+ communities. We deliver funding, resources and support to ensure the long-term sustainability of organisations defending the human rights of LGBT+ people. Our programmes are designed to strengthen and embolden movements for change. We share knowledge, bring together organisations with interconnected goals and connect grassroots organisers to high-level politicians and decision-makers.

Our aims fully reflect the purposes that the charity was set up to further. All our charitable activities are undertaken to further the public benefit.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

We review our aims, objectives and activities each year. The review assesses what we achieved and the outcome of our work in the previous 12 months. The review considers the successes of each key activity and the benefits they have brought to those groups, organisations and communities we were set up to support. The review also helps us to ensure our aims, objectives and activities remained focused on our stated purposes. In conducting this exercise and in planning our future activities, we assess our activities against the guidance contained in the Charity Commission's general guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

3. Plans for the Future

As we emerge from two years of pandemic upheavals and restrictions, it would be easy to feel somewhat pessimistic about the future. Whilst lockdowns and travel restrictions are (hopefully) behind us in the UK, the uncertain world created by the pandemic and by increased global conflict remains. Alongside this, a measurable increase in anti-LGBT+ rhetoric, both in the UK and overseas, threatens our communities. But, as this report shows, there is also cause for optimism.

Whilst homophobic and transphobic hate speech may be increasing, research in many countries also shows a growing acceptance of LGBT+ people, and I'm proud that the work of Kaleidoscope Trust and our partners has contributed to those changing attitudes. It is the grassroots activists, working on the ground often in hostile situations around the world, who carry out the hard and often thankless task of changing hearts and minds. I am beyond proud that Kaleidoscope Trust can continue to support their work.

Kaleidoscope Trust has shown itself to be adept at adapting to different contexts to play a vital role in the global LGBT+ human rights movement. We have continued to collate evidence of the impact of the changing global landscape on the struggle for LGBT+ human rights, which has allowed us to make the case for continued funding from the UK and other Governments. Some of this programme funding is multi-year, which is allowing us to plan more strategically for the longer term.

We've also continued to develop our corporate partnerships and other streams of unrestricted funding. These funding streams will be vital for us to continue to carry out our work effectively and allow us to respond rapidly to opportunities identified by us and our partners.

The future for us all feels uncertain. Global unrest, the long-term impact of the pandemic and the cost-of-living crisis all contribute to a very difficult operating environment for Kaleidoscope Trust, as for the rest of the charity sector. Yet I remain convinced that the expertise we have built through the last two difficult years stands us in good stead to survive, thrive and continue to fight to ensure all LGBT+ people can live free, safe and equal lives.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

4. Achievements and Performance

4.1. From the Chair

The year under review continued to be dominated by the COVID-19 pandemic and the economic and social changes brought about by the crisis. Looking back, the Board is encouraged by how well the charity responded to the challenges presented by the restrictions and hardships.

With demonstrable evidence to show for the work we do, belief in our ability to deliver continues to grow. So much so, UK Government funding has enabled us to be a grant-giving organisation for the first time. That belief is also underscored by both the Australian and Canadian governments' continued funding of our work around the globe. The Board thanks them all for their ongoing support. It is hugely appreciated.

As a result, Kaleidoscope Trust expanded its programmatic reach against the previous year, working in partnership with more than 35 civil society organisations through four main programmes and other smaller projects.

Kaleidoscope Trust Board members have been exceptional in their support for the charity, especially through our Audit and Risk Committee and our Fundraising and Communications Committee. Both met regularly throughout the year to provide guidance and insight to the ever-evolving challenges and opportunities we faced.

With a growing management team, the Board has created a Remuneration and HR Committee that recognises the need to strengthen our ability to manage a more complex organisation. We also continued to diversify the membership of the Board with a further four appointments during the reporting year.

The Executive Director's outstanding efforts raising cash has resulted in an exceptional year for unrestricted core funding, putting us on more sustainable footing to invest in our communications and fundraising activities.

We have again been able to count on the generosity of many individual and corporate donors. Again, the Board is grateful to everyone who has supported our work. Thank you.

Kaleidoscope Trust ended the calendar year of 2021 with a reception to celebrate our ten-year anniversary, that brought together for the first time in nearly two years our supporters, donors and friends. Just three months later, Russia's invasion of Ukraine has created further ongoing economic and social uncertainties.

I am confident with the support of the Board and the strength of the management team under the Executive Director's excellent leadership, we will again rise to the challenges brought about by the ongoing effects of the war. We remain focussed and determined in our efforts to create a world where LGBT+ people can be free, safe and equal.

- Simon Millson, Chair of Kaleidoscope Trust

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

4.2. From the Executive Director

The 2021-22 year started full of uncertainty: in the UK we were still in partial lockdown in response to Covid-19 and across the Commonwealth our partners continued to also feel the negative impacts of the pandemic, as we highlighted in our [LGBTI+ in the Commonwealth in the COVID-19 Era: An Update report](#).¹

Against this backdrop of uncertainty and challenge, I am immensely proud of and grateful for the way our staff rose to the challenge to not only continue, but to expand, our vital work. As a charity, we continued to work flexibly, adapting to changing circumstances and managing risk and uncertainty. I am also incredibly grateful to our funders who recognised the desperate need to continue supporting the human rights of LGBT+ around the globe at a time of growing anti-LGBT+ sentiment.

The combined dedication of our team of staff, our Chair and Board of trustees, and the backing of our funders meant that Kaleidoscope Trust has continued to flourish in the hostile post-pandemic environment. I present to you a summary of our achievements in 2021-22.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

4.3. Our Team

Between April 2021 and March 2022, the Kaleidoscope team began to transition to a hybrid method of working, following the outbreak of COVID-19, and we were fortunate to secure a 12 month pro-bono lease for a smaller office between June 2021 and June 2022.

With increased programmatic funding and scope of deliverables we saw the team increase, too: 18 team members strong with a 14.8 full-time staff equivalent. These staffed areas cut across Executive leadership; Communications; Monitoring and Evaluation; Policy and Public Affairs at a managerial level; Finance and Compliance; and Programmes.

4.4. Organisational Highlights: 1st April 2021 – 31st March 2022

4.4.1 Evidence and Research

One year on from the May 2020 publication of [LGBTI+ in the Commonwealth in the COVID-19 Era](#)², Kaleidoscope Trust published a follow-on report titled [LGBTI+ in the Commonwealth in the COVID-19 Era: An Update](#)³. Over the course of February, we gathered evidence from 23 member organisations of The Commonwealth Equality Network to look specifically at how our partners' primary concerns and economic status had changed with the ongoing impacts of the pandemic. As we noted in the 2020 [LGBTI+ in the Commonwealth in the Covid-19 Era](#) report, the pandemic "disrupted on a scale which has left almost no corner of the Commonwealth untouched and no person unaffected in some way"; this continued to be the case a year later. The data in the update report is not exhaustive but did provide further real-time insight into the needs of LGBTI+ organisations across the Commonwealth in the COVID-19 era.

¹

<https://www.kaleidoscopetrust.com/research/LGBTI%5bPLUS%5d-People-in-the-Commonwealth-in-the-Covid-Era:-An-Update>

² <https://www.commonwealth-covid19.com/>

³ [https://www.kaleidoscopetrust.com/research/LGBTI\[PLUS\]-People-in-the-Commonwealth-in-the-Covid-Era:-An-Update](https://www.kaleidoscopetrust.com/research/LGBTI[PLUS]-People-in-the-Commonwealth-in-the-Covid-Era:-An-Update)

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

4.4.2 The Commonwealth Equality Network (TCEN)

Established in 2013, The Commonwealth Equality Network – or TCEN – is a network of over 65 organisations challenging inequality based on sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). The Network was set up to give a global voice to LGBTI+ communities across the Commonwealth and to support joint advocacy to provide an answer to the colonial legacy of homophobia – a Commonwealth solution to a Commonwealth problem.

As the host to the TCEN Secretariat, Kaleidoscope Trust has worked closely with both the Network's Management Committee and its member organisations in order to advance on a number of work streams. We also hired a member of staff specifically dedicated to running the Network's Secretariat in November 2021 and supported this individual to deliver several elements of important business for the Network during this reporting year, including:

- **TCEN's Annual General Meeting** was held online for a half day on 17 November 2021 and handled the elections of the incoming Management Committee. Representatives of 43 of the network's 66 member organisations attended.
- **Advocacy Week**, a week of online meetings from 14-18 March 2022, aimed at onboarding the new TCEN Management Committee, progressing key governance activities, and facilitating conversations between the Committee and London-based stakeholders in the Commonwealth space in preparation for the Commonwealth Heads of Government Meeting, to be held in Kigali, Rwanda, in June 2022.

4.4.3 Intersectional Movement Building

Under the banner 'Global Equality Project' and in partnership with the Westminster Foundation for Democracy, in September 2021 we launched the next phase of our work stream supporting civil society organisations to strengthen intersectional collaboration and approaches aimed to increase gender and LGBT+ equality. This reporting year, we provided bilateral support to partners in the Eastern Caribbean, Mauritius, Namibia, Sri Lanka and Tonga in particular. While this is long-term work, an example of progress made includes our Sri Lankan partner producing a policy report on the social and economic impacts of discriminatory laws (Article 365 and 365a of the Sri Lankan Penal Code) on multiply-marginalised groups to use in ongoing advocacy efforts, accompanied by a public social media campaign composed of a set of animations in Sinhala and English.

We also supported intersectional advocacy work undertaken by TCEN member organisations in Fiji, Kiribati, Tonga, and Vanuatu. Thanks to this collaboration, our partners have delivered important country-focused work on SOGIESC-inclusive national policies, stakeholder engagement, and intersectional advocacy. As a result, they have secured important commitments from various government ministries and departments on issues such as the decriminalisation of consensual same-sex relations, and commitments to more SOGIESC-inclusive social, economic and climate change policy-making and implementation.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

4.4.4 Capacity Strengthening

We continued our efforts to provide partner organisations with technical and financial resources to support their national-level policy and advocacy efforts and capacities. This was especially important given the uncertain post-COVID funding environment. During the reporting year, under this work stream we either disbursed funding directly in support of a range of policy and advocacy activities or organised tailor-made and needs-based capacity development interventions on topics such as public campaigning, staff burnout prevention, organisational strategic planning, monitoring and evaluation, and financial management, to a total of 34 TCEN member organisations in 36 Commonwealth countries.

The results of these interventions were positive. Support for a partner in Kenya led to the creation of a national Advocacy Committee, spearheaded by the Kenyan Ministry of Health, that embarked on the implementation of an action plan to address gender-based violence, including against the LBQ-gender-non-conforming communities, in rural parts of central Kenya. In Rwanda, local partners engaged with 11 media house owners and chief editors and conducted SOGIESC sensitisation training for 22 journalists, to ensure the media provides more positive stories about lived realities of LGBT+ people. Our TCEN partner in Vanuatu developed a Vanuatu and Pacific context-specific guide to SOGIESC inclusion in times of disasters and engaged with government and aid providers to assess their awareness of SOGIESC needs during emergencies.

We also supported partners in Pakistan to submit a petition to the Pakistani Supreme Court aiming to ensure The Transgender Persons (Protection of Rights) Act 2018 was implemented in the region of Lahore. And our efforts enabled our partners in Botswana to work with a major international bank to mainstream LGBT+ and diversity frameworks into the local workplace and products, and to engage traditional community leaders on LGBT+ issues.

4.5. Other Notable Opportunities

4.5.1. Co-Chair of the Equal Rights Coalition (ERC)

The ERC works to advance the human rights of LGBTI+ people and promotes inclusive development in both member and non-member countries. With 42 member states, the ERC advances its agenda by engaging with civil society organisations and multilateral agencies.

In our role as co-chair since June 2019, Kaleidoscope Trust's work has focused on ensuring the ERC advance and is set up to succeed. In particular, this has focused on working with member states and civil society stakeholders to produce the Coalition's first ever five-year strategic plan, to provide it with clear direction; helping to build political consensus and commitment to the mechanism among its member states so they can share information and coordinate political action; and improving its structures and processes to provide clarity and accountability, build member state leadership and be more inclusive and participatory.

To this end, we helped organise the ERC strategy launch virtual conference on 6 and 7 July 2021. The main objective of this long-awaited convening was to build political consensus behind a specific strategic direction for the Coalition, which it had never had before and are critical ingredients to ensuring it can deliver on its potential. Over 30 ERC Member States (and over 80 civil society organisations) attended the convening. Ministers from each member state in attendance expressed their commitment to the Coalition and to adopting and implementing its strategy, and to dedicating their officials to engaging in it.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

4.5.2. Co-Chair of the UK Alliance for Global Equality (UK AGE)

In February 2021, Kaleidoscope Trust became co-chair of the UK Alliance for Global Equality, a coalition of 16 UK-based civil society organisations working together to promote and support progress in global LGBT+ rights, for the first time since 2018. Kaleidoscope Trust continues to lead this engagement and has worked with our co-chair to create a three-year strategy and activity plan for the group as well as to strengthen governance and coordinate responses to governmental decisions.

4.5.3. Kaleidoscope Trust Fundraising April 2021 – March 2022

For the second consecutive year, we made the decision not to host a Gala Dinner in 2021, choosing instead to plan ahead for its return in October 2022.

However, the pandemic did not prevent us from continuing to nurture new and existing partnerships with brands and corporates in order to boost our unrestricted income. Indeed, we doubled efforts and saw many of our partnerships flourish and we far exceeded the income we saw for our Core budget against the previous year.

Individual giving from our dedicated supporters continues to bring in an additional supplement to our unrestricted funds.

I would like to take this opportunity to sincerely thank all our donors who contribute to our unrestricted funding: brands, corporates, and individuals at all levels. Your generosity is so appreciated and indeed vital in keeping the operations of Kaleidoscope Trust running at every level.

5. Financial Review

The financial position of the charity can be found on the main financial statements and related notes in these accounts. With the generous support of our donors and the efforts of our staff, our charity generated a positive financial outcome for the period with an increased income of £1,640,109 compared to £1,307,181 last year. Net assets at the end of the reporting period are £645,504 compared to £249,768 last year.

In the 2021/2022 financial year, the Trust was principally funded through grants from the UK, Canadian and Australian governments to promote the work done by TCEN, as well as major gifts from individuals and corporations, small gifts from online donations and fund-raising events, and by grants awarded by other trusts and foundations. Over the past year, the Trust's fundraising efforts diversified as an increasing number of individuals and corporations sought to support the work of the Kaleidoscope Trust in various ways. We are most grateful to all those who generously supported our work during the course of the year.

Due to COVID-19, Kaleidoscope Trust was once again unable to host its annual Gala Dinner and charity auction in early 2022. Nevertheless, we are delighted to announce that we enhanced our fundraising efforts through donations and pledges and partnering with an increased number of corporations. Through our fundraising efforts, we were able to continue working with courageous LGBT+ activists and influencing British and Commonwealth stakeholders to advance the human rights of LGBT+ people around the world in these challenging times.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

The trustees have examined the charity's requirements for reserves in light of the main identified risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least three months of the Trust's core expenditure. The charity will aim to continue to build reserves in order to make provision for any unexpected drop in funding. The reserve requirements and reserves policy will be monitored by the trustees on a regular basis. Based on the results for the 2021/2022 financial period, the required level of reserves would be £200,850. Current unrestricted and restricted funds as at the end of the reporting period is £405,808 and £239,696 respectively. In order to secure the future of the Trust, the Trustees aim to secure ongoing funding of grants and increasing donations and fundraising efforts.

6. Volunteers

We would like to thank those who have given their time voluntarily to provide pro-bono advice and support to us during this period. This has enhanced and enriched our work. The advice and support is generally relating to specific aspects of our work.

Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 26 to the financial statements.

8. Directors Responsibilities Statement

- (a) the directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations and in accordance with United Kingdom Generally Accepted Accounting Practice;
- (b) company law requires the directors 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 charity and of the surplus or deficit profit or loss of the charity for that period;
- (c) in preparing the financial statements the directors are required to:
 - (i) select suitable accounting policies and then apply them consistently;
 - (ii) make judgements and accounting estimates that are reasonable and prudent;
 - (iii) State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
 - (iv) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- (d) the directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and that enable them to ensure that the financial statements comply with the Companies Act;
- (e) the directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities; and
- (f) where appropriate, the directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2022

In the case of CA 06 Co.-s418(2) each of the persons who are directors at the time when the report is approved, the following applies:

(a) so far as each director is aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware; and

(b) each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information

9. Auditor

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

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

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 14 February 2023 and signed on behalf of the board of trustees by:



Simon Millson
Trustee



Alvin To
Trustee

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

Year ended 31 March 2022

Opinion

We have audited the financial statements of Kaleidoscope Trust (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cashflows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the audited financial statements:

- give a true and fair view of the state of the charity's affairs as of 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom accounting standards, including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements relating to the audit of the financial statements in the UK, including the Financial Reporting Standards (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In common with many other charities of this size and nature the auditors are used to assist with the preparation of the financial statements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work, we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the company will continue in operation.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust *(continued)*

Year ended 31 March 2022

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditors report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the Directors' Report) for the financial year for which the audited financial statements are prepared is consistent with the audited financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the audited financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the audited financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust *(continued)*

Year ended 31 March 2022

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the audited financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the audited financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust *(continued)*

Year ended 31 March 2022

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We considered the nature of the charity's industry and its control environment and reviewed the charity's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and others within the entity about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory frameworks that the charity operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the Companies Act, Charities Act, Charities (Accounts and Reports) Regulations 2008, Health and Safety Act, employment law, pensions legislation, tax legislation, Bribery Act and Slavery Act; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty. These included the Charity Commission for England and Wales (Charity Commission) regulations, fundraising regulations and Anti-Money Laundering Regulations (including Proceeds of Crime Act 2002 and Terrorism Act 2000)

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud in the following areas, and our specific procedures performed to address them are described below:

- Recognition of grant income: this involves judgement around whether grants have performance conditions attached to them which have to be met before income can be recognised, as well as judgement over whether or not those conditions have been satisfied. On a sample basis, we have assessed the judgements and estimates made by management in the recognition of this income.
- Appropriate allocation of restricted income: there is a risk that restricted income may not have been identified and allocated as such. We reviewed the allocation of income to restricted or unrestricted funds on initial recognition to ensure restrictions were appropriately identified and applied, and we reviewed fund transfers from restricted to unrestricted funds to assess the rationale for those movements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

(continued)

Year ended 31 March 2022

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

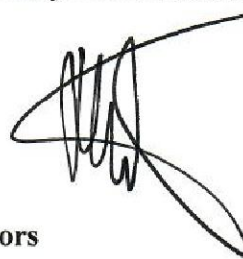
In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing internal management reports, reviewing correspondence with HMRC and with the Charity Commission.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Assie FCCA (Senior Statutory Auditor)
for and on behalf of
Jackson Nicholas Assie Limited
Chartered Certified Accountants and Statutory Auditors
Suite 7, Meridian House
62 Station Road
North Chingford
London E4 7DB



15 February 2023

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

		Unrestricted funds £	2022 Restricted funds £	Total funds £	2021 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	127,219	1,234,380	1,361,599	1,193,428
Other trading activities	6	278,510	—	278,510	113,753
Total income		<u>405,729</u>	<u>1,234,380</u>	<u>1,640,109</u>	<u>1,307,181</u>
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	7	(29,374)	—	(29,374)	(216)
Expenditure on charitable activities	8,9	(193,148)	(1,021,851)	(1,214,999)	(1,262,438)
Total expenditure		<u>(222,522)</u>	<u>(1,021,851)</u>	<u>(1,244,373)</u>	<u>(1,262,654)</u>
Net income and net movement in funds		<u>183,207</u>	<u>212,529</u>	<u>395,736</u>	<u>44,527</u>
Reconciliation of funds					
Total funds brought forward		222,601	27,167	249,768	205,241
Total funds carried forward		<u>405,808</u>	<u>239,696</u>	<u>645,504</u>	<u>249,768</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 20 to 33 form part of these financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

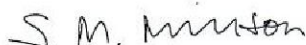
Statement of Financial Position

31 March 2022

	Note	2022 £	2021 £
Current assets			
Debtors	18	294,988	71,116
Cash at bank and in hand		374,052	207,313
		<u>669,040</u>	<u>278,429</u>
Creditors: amounts falling due within one year	19	<u>(23,536)</u>	<u>(28,661)</u>
Net current assets		<u>645,504</u>	<u>249,768</u>
Total assets less current liabilities		<u>645,504</u>	<u>249,768</u>
Net assets		<u>645,504</u>	<u>249,768</u>
Funds of the charity			
Restricted funds		239,696	27,167
Unrestricted funds		405,808	222,601
Total charity funds	22	<u>645,504</u>	<u>249,768</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 14 February 2023, and are signed on behalf of the board by:



Simon Millson
Trustee



Alvin To
Trustee

Company Registration Number: 07713654

The notes on pages 20 to 33 form part of these financial statements.

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income	395,736	44,527
<i>Adjustments for:</i>		
Accrued expenses	(83,909)	15,442
<i>Changes in:</i>		
Trade and other debtors	(124,984)	8,302
Trade and other creditors	(20,104)	(58,148)
Net cash from operating activities	<u>166,739</u>	<u>10,123</u>
Net increase in cash and cash equivalents	166,739	10,123
Cash and cash equivalents at beginning of year	<u>207,313</u>	<u>197,190</u>
Cash and cash equivalents at end of year	<u>374,052</u>	<u>207,313</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Green House, Unit 2.10, 244 - 254 Cambridge Heath Road, London, E2 9DA.

2. Statement of compliance

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 (FRS102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The audited financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The trustees have considered all relevant factors, including the long-term impact of COVID-19 on the charities activities and have concluded there are no long-term impact on the Organisation.

It is therefore considered that the going concern status remains intact and there are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There have not been any judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have had a significant effect on the amounts recognised in the financial statements. There are no other judgements not other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- grants from government have been included within income from grants where these are specifically for the provision of services. The grant funding invariably include terms and conditions that must be met before Kaleidoscope can claim entitlement to the income.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Tangible assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £5,000 are not capitalised.

Depreciation

Depreciation is calculated so as to write off the cost or of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - Straight line over 3 years

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

4. Limited by guarantee

Kaleidoscope Diversity Trust is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Recoverable from HMRC in Gift Aid	4,445	—	4,445
Donations £10,000 or less	122,774	—	122,774
Grants			
Hivos Foundation	—	1,100	1,100
Baring Foundation	—	46,216	46,216
Department of Foreign Affairs and Trade	—	90,903	90,903
Global Affairs Canada	—	257,580	257,580
Foreign and Commonwealth Office	—	838,581	838,581
GiveOut	—	—	—
	<u>127,219</u>	<u>1,234,380</u>	<u>1,361,599</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Recoverable from HMRC in Gift Aid	8,081	—	8,081
Donations £10,000 or less	93,330	—	93,330
Grants			
Hivos Foundation	—	17,586	17,586
Baring Foundation	—	40,515	40,515
Department of Foreign Affairs and Trade	—	—	—
Global Affairs Canada	—	—	—
Foreign and Commonwealth Office	—	1,023,916	1,023,916
GiveOut	7,000	3,000	10,000
	<u>108,411</u>	<u>1,085,017</u>	<u>1,193,428</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Fundraising events	270,474	270,474	67,879	67,879
Other income - Furlough Income	8,036	8,036	45,874	45,874
	<u>278,510</u>	<u>278,510</u>	<u>113,753</u>	<u>113,753</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

7. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Fundraising costs	29,374	29,374	216	216

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Commonwealth Equality Program (CEP)	–	–	–
International Programmes Fund (IPF)	–	–	–
GiveOut	–	–	–
Core Activities	27,303	–	27,303
Global Equality Programme (GEP)	–	246,500	246,500
Fighting the Reversing Tide (RtT)	–	487,901	487,901
Intersectionality in the Commonwealth Pacific	–	79,242	79,242
Global Affairs Canada (GAC)	–	56,415	56,415
Commonwealth - related activities	–	2,607	2,607
Support costs	165,845	149,186	315,031
	193,148	1,021,851	1,214,999

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Commonwealth Equality Program (CEP)	–	230,861	230,861
International Programmes Fund (IPF)	–	563,692	563,692
GiveOut	–	3,000	3,000
Core Activities	343	–	343
Global Equality Programme (GEP)	–	–	–
Fighting the Reversing Tide (RtT)	–	–	–
Intersectionality in the Commonwealth Pacific	–	–	–
Global Affairs Canada (GAC)	–	–	–
Commonwealth - related activities	–	–	–
Support costs	183,283	281,259	464,542
	183,626	1,078,812	1,262,438

The costs attributed to the various programmes activities above are only those relating to direct costs. The related support costs in each activity are disclosed in note 9.

The basis of allocation of costs to activities is based on staff time spent on each activity.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2022 £	Total fund 2021 £
Commonwealth Equality Program (CEP)	–	–	–	–	267,206
International Programmes Fund (IPF)	–	–	–	–	738,505
Equal Rights Coalition (ERC)	–	–	10,000	10,000	5,000
APPG	–	–	46,216	46,216	40,515
UK Aid Connect	–	–	1,100	1,100	17,586
GiveOut	–	–	–	–	10,000
Core Activities	27,303	–	157,247	184,550	161,206
Global Equality Programme (GEP)	125,847	120,653	23,413	269,913	–
Fighting the Reversing Tide (RtT)	338,612	149,289	48,791	536,692	–
Intersectionality in the Commonwealth Pacific	52,642	26,600	10,000	89,242	–
Global Affairs Canada (GAC)	33,704	22,711	9,666	66,081	–
Commonwealth - related activities	–	2,607	–	2,607	–
Governance costs	–	–	8,598	8,598	22,420
	<u>578,108</u>	<u>321,860</u>	<u>315,031</u>	<u>1,214,999</u>	<u>1,262,438</u>

10. Analysis of support costs

	2022 £	2021 £
Staff costs	245,385	207,095
Premises	8,405	25,450
Governance	8,598	22,420
Other	52,643	209,577
	<u>315,031</u>	<u>464,542</u>

Analysis of governance costs (included in support costs)

	Accountancy £	Payroll Services £	Professional costs £	Subscription £	Total 2022 £	Total 2021 £
Governance costs	<u>6,300</u>	<u>1,253</u>	<u>204</u>	<u>841</u>	<u>8,598</u>	<u>22,420</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

11. Analysis of grants

	Grants to institutions £	Grants to individuals £	Support costs £	Total £
Global Equality Programme (GEP)	120,653	—	—	120,653
Fighting the Reversing Tide (RtT)	149,289	—	—	149,289
Intersectionality in the Commonwealth Pacific	26,600	—	—	26,600
Global Affairs Canada (GAC)	22,711	—	—	22,771
Commonwealth - Related Activities	2,607	—	—	2,607
	<u>321,860</u>	<u>—</u>	<u>—</u>	<u>321,860</u>
	Grants to institutions £	Grants to individuals £	Support costs £	Total £
International Programmes Fund (IPF)	409,172	—	11,250	420,422
Equality and Justice Alliance (EJA)	169,766	—	—	169,766
	<u>578,938</u>	<u>—</u>	<u>11,250</u>	<u>590,188</u>

Global Equity Programme (GEP)

This fund is to enable the Trust to lobby and advocate for the human rights of LBGTI communities across the Commonwealth area.

Fighting the Reversing Tide (RtT)

This fund is to enable the Trust to lobby and advocate for the human rights of LBGTI communities across the Commonwealth area.

Intersectionality in the Commonwealth

The fund is used in support of the Intersectionality in the Commonwealth Pacific programme.

Global Alliance Canada Fund

This fund is dedicated to support the work of The Commonwealth Equality Network (TCEN) to address inequality and discrimination faced by LGBTQ2I persons, communities and organisations in selected Commonwealth countries.

Commonwealth – Related Activities

This fund is to enable the Trust to lobby and advocate for the human rights of LBGTI communities across the Commonwealth area.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

11. Analysis of grants *(continued)*

	2022 £	2021 £
Grants to institutions		
BANDHU	7,809	11,356
BIMBA	7,650	14,669
Centre for Popular Education and Human Rights	—	11,733
Eastern Caribbean Alliance for Diversity and Equality	48,387	126,889
Equality for All Foundation Jamaica J-FLAG	—	10,932
Diversity Alliance Namibia	9,847	10,000
EQUALS	6,868	7,795
Eswatini Sexual and Gender Minorities	6,533	8,742
Feminist Action Development Ambition (FADA)	11,971	14,756
GENDER LINKS	21,165	14,799
GrenChap Inc	—	11,328
I AM ONE (Trinidad and Tobago, San Fernando)	10,076	13,769
LEGABIBO	12,306	12,000
LEHA	10,687	9,588
NAZ	13,911	11,657
Oagachaga	5,952	5,151
OutRight Namibia	—	11,209
Rights Evidence Action Ltd	—	8,371
RuRCHeDI	10,373	11,965
SASOD	—	12,034
Sayoni Singapore	15,110	3,916
Solver Lining Foundation	—	9,669
SKN Alliance	—	11,910
The Human Dignity Trust	—	84,022
The Rock of Hope	—	8,663
TONGA LEITIS ASSOCIATION	11,122	24,844
UNIBAM	—	12,300
United and Strong	—	10,884
VPride	19,002	12,010
We-Change	7,440	11,010
Working for Our Wellbeing	—	11,996
Access Chapter 2	—	27,076
Commonwealth Human Rights Initiative	—	11,895
Dignitate Zambua Limited	9,970	—
EQUAL GROUND	9,654	—
FARUG	26	—
GALCK	7,490	—
Katya Burns	4	—
Open for Business	12,366	—
Rainbow Identity Association	6,400	—
Rainbow Pride Foundation	18,300	—
Rights Evidence Action Ltd	309	—
Sexual Minorities Uganda (SMUG)	7,873	—
Taitu Heron	1,255	—
WHER	12,004	—
	321,860	578,938
Total grants	321,860	578,938

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

11. Analysis of grants *(continued)*

The grants were paid to the organisations to obtain services to assist in carrying out the programmes.

12. Net income

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Operating lease rentals	<u>13,891</u>	<u>31,955</u>

13. Auditors remuneration

	2022	2021
	£	£
Fees payable for the audit of the financial statements	<u>6,300</u>	<u>5,400</u>

14. Staff costs

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

	2022	2021
	£	£
Wages and salaries	540,247	401,567
Social security costs	52,323	40,097
Employer contributions to pension plans	<u>12,762</u>	<u>9,659</u>
	<u>605,332</u>	<u>451,323</u>

The average head count of employees during the year was 10 (2021: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Charitable Activities	13	8
Number of Administrative staff	<u>2</u>	<u>2</u>
	<u>15</u>	<u>10</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2022	2021
	No.	No.
£60,000 to £69,999	<u>1</u>	<u>1</u>

There was also a staff loan of £6.95 (2021: £139) made as at 31 March 2022.

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total paid to key management personnel for services provided to the charity was £128,844 (2021: £119,802).

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

15. Trustee remuneration and expenses

- No trustees received any remuneration or other benefits from employment with the charity; and
- No trustees or other person related to the charity has any personal interest in any contract or transaction entered into by the charity during the year or the previous year.
- No Trustees received expenses during the year (2021: Nil)

16. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good shortfalls and eliminate negative fund balances.

17. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2021 and 31 March 2022	<u>1,350</u>	<u>1,350</u>
Depreciation		
At 1 April 2021 and 31 March 2022	<u>1,350</u>	<u>1,350</u>
Carrying amount		
At 31 March 2022	<u>—</u>	<u>—</u>
At 31 March 2021	<u>—</u>	<u>—</u>

18. Debtors

	2022 £	2021 £
Trade debtors	176,503	49,205
Prepayments and accrued income	112,457	18,690
Other debtors	6,028	3,221
	<u>294,988</u>	<u>71,116</u>

19. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	8,290	10,656
Accruals and deferred income	15,246	267
Social security and other taxes	—	15,186
Other creditors	—	2,552
	<u>23,536</u>	<u>28,661</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

19. Creditors: amounts falling due within one year *(continued)*

There is no pension liability this year, in the previous year there was a liability of £2,552 disclosed in other creditors.

20. Deferred income

	2022 £	2021 £
At 1 April 2021	–	28,408
Amounts released to income	–	(28,408)
	<u>–</u>	<u>–</u>

21. Pensions and other post-retirement benefits

Defined contribution plan

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,762 (2021: £9,659).

22. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
General funds	<u>222,601</u>	<u>405,729</u>	<u>(222,522)</u>	<u>405,808</u>

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
General funds	<u>184,279</u>	<u>222,164</u>	<u>(183,842)</u>	<u>222,601</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

22. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
Commonwealth Fund	27,167	838,580	(819,211)	46,536
APPG Fund	—	46,216	(46,216)	—
GiveOut Fund	—	—	—	—
UK Aid Connect Fund	—	1,100	(1,100)	—
Global Alliance Canada Fund	—	257,581	(66,082)	191,499
Australia High Commission Fund	—	90,903	(89,242)	1,661
	<u>27,167</u>	<u>1,234,380</u>	<u>(1,021,851)</u>	<u>239,696</u>

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
Commonwealth Fund	20,962	1,023,916	(1,017,711)	27,167
APPG Fund	—	40,515	(40,515)	—
GiveOut Fund	—	3,000	(3,000)	—
UK Aid Connect Fund	—	17,586	(17,586)	—
Global Alliance Canada Fund	—	—	—	—
Australia High Commission Fund	—	—	—	—
	<u>20,962</u>	<u>1,085,017</u>	<u>(1,078,812)</u>	<u>27,167</u>

Commonwealth Fund

This fund is to enable the Trust to lobby and advocate for the human rights of LGBTI communities across the Commonwealth area.

APPG Fund

This fund is dedicated to supporting the work of All-Party Parliamentary Group (APPG) on Global LGBT Rights.

Australian High Commission Fund

The fund is used in support of the Intersectionality in the Commonwealth Pacific programme.

GiveOut Fund

This fund is used to bring activists to London for advocacy around the Commonwealth Heads of Government Meeting.

UK Aid Connect Fund

This fund is dedicated to support the delivery of the LGBT stream of the Department for International Development's flagship UK Aid Connect programme, through the 'Strong in Diversity, Bold on Inclusion' project.

Global Alliance Canada Fund

This fund is dedicated to support the work of The Commonwealth Equality Network (TCEN) to address inequality and discrimination faced by LGBTQ2I persons, communities and organisations in selected Commonwealth countries.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Current assets	424,683	244,357	669,040
Creditors less than 1 year	(18,875)	(4,661)	(23,536)
Net assets	405,808	239,696	645,504

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Current assets	246,400	32,029	278,429
Creditors less than 1 year	(23,799)	(4,862)	(28,661)
Net assets	222,601	27,167	249,768

24. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	207,313	166,739	374,052

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	6,072	11,611
Later than 1 year and not later than 5 years	15,180	21,252
	21,252	32,863

26. Post balance sheet events

The trustees have considered the likelihood of any negative subsequent events arising from the impact of COVID-19 and other, and other macroeconomic events have concluded that the incidence of such events is likely to have a minimal impact on the financial statements.

The charity has entered into a new 1-year renewable lease contract with Ethical Properties, beginning 22 June 2022. The monthly charge of £1,528 has been discounted from £1,736.

The trustees also considered the likelihood of other significant post balance sheet events and concluded that there are none which significantly impact the financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

27. Related parties

A total of £2,240 (2021: £3,265) of donations was received from the following Trustees and senior management:

	£
Phyll Opoku-Gyimah (CEO)	1,060
Richard Angell	700
William McCallum	300
Beth Dowling-Jones	180

There are no conditions attached to these donations.

28. Going concern (covid-19)

The trustees have been carrying out a continuous assessment of the long-term impact of COVID-19 on the operations of the charity, and considered the risks and threats posed.

The trustees are satisfied that to date, the threat to operations has been minimal, and whilst working arrangements have had to be adapted, this has not significantly reduced the effectiveness of the organisation.

The trustees are monitoring events in the country as a whole, and have a protocol in place, to provide a quick response to any changes in the operating environment. They currently do not anticipate any circumstances that significantly curtail the ability of the charity to function.

The trustees have also considered the non-COVID-19 related circumstances and projections of the charity and are satisfied that the going concern basis is appropriate for these financial statements.

Accounts

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Audited Financial Statements
31 March 2021

Jackson & Jackson
A trading name of Jackson Nicholas Assie Limited
Chartered Certified Accountants & Statutory Auditors
Suite 7, Meridian House
62 Station Road, Chingford
London E4 7BA

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

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Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name	Kaleidoscope Diversity Trust
Charity registration number	1146274
Company registration number	07713654
Principal office and registered office	WeWork, Office 02-102 Senna Building Gorsuch Place London E2 8JF

The trustees

Richard Angell	
Philippa Drew	(Resigned 15 October 2020)
Rowland Macaulay	(Resigned 14 October 2021)
Sinead McBrearty	(Resigned 15 October 2020)
John Stephen Wall	(Resigned 7 January 2021)
Simon Millson	
Noel Watson-Doig	
Alvin To	
Rebecca Fox	
William Mccallum	
Beth Dowling-Jones	(Appointed 15 October 2020)
Richard Wingfield	(Appointed 15 October 2020)
Jasvir Singh	(Appointed 15 October 2020)

Company secretary Noel Watson-Doig

Executive Director Phyll Opoku-Gyimah

Auditor Jackson Nicholas Assie Limited
Chartered Certified Accountants & statutory auditor
Suite 7, Meridian House
62 Station Road
Chingford
London
E4 7BA

Bankers The Co-operative Bank
1 Balloon Street
Manchester
M60 4EP

Metro Bank
One Southampton Row
London
EC1B 5HA

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

1. Structure, Governance and Management

Kaleidoscope Diversity Trust (Kaleidoscope Trust) is a charitable company limited by guarantee, incorporated on 21 November 2011 and registered as a charity on 7 March 2012. The Company was established under a Memorandum of Association, which established the objects and the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

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 governing document, the Companies Act 2006 and 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) (effective 1 January 2019).

Our Board of Trustees (Directors) is responsible for setting the overall strategy and direction of the charity, and for ensuring Kaleidoscope Trust uses its resources effectively in pursuit of its strategy. The trustees meet at least four times each year as a Board and collectively delegate the day-to-day execution of the activities to the Executive Director.

In addition, the is supported through the work of three subcommittees:

- **Audit and Risk Committee** – responsible for appointing the external auditors, reviewing the annual accounts, and assessing and monitoring the risks and controls applicable to the Trust
- **Fundraising and Communications Committee** – responsible for setting and overseeing the Trust's fundraising and communication strategies
- **Remuneration Committee** – responsible for overseeing and approving the Trust's compensation and benefit plans

Membership of these committees is drawn from trustees, senior management, and subject matter experts who possess expertise relevant to the work of the committee. The composition of each subcommittee must consist of 50% or more trustees.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities it should undertake. The trustees have identified the risks relevant to the charity and taken steps to mitigate those. The trustees regularly manage and update the risks faced by the charity through a register which is reviewed at the Audit and Risk Committee and quarterly at Board meetings. The pandemic has brought new risks and the trustees are confident we have introduced measures to the way we work to mitigate its impact. As these accounts show, we are a going concern with sufficient financial reserves to meet the core costs of three months of continuing operations.

Methods of appointing new trustees: New trustees are appointed from time to time. A periodic assessment of skills gap relating to the aim and objectives of the trust is completed by the trustees and new members identified from known professional associates to supply those skills. New trustees are inducted into the workings of the trust, and also of the Company as a registered charity, by the Chair and Executive director. Guidance information from the Charity Commission is made available to all Trustees.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

2. Aims, Objectives and Strategic Report

Kaleidoscope Trust works with activists and organisations in countries around the world to create positive change for lesbian, gay, bisexual and trans (LGBT+) people particularly in countries where LGBT+ people experience discrimination, criminalisation and violence.

Our charity's purposes are to promote human rights and particularly the rights and freedoms of those who face discrimination on the grounds of sexual orientation and gender identity, including by:

- Monitoring abuses of human rights;
- Obtaining redress for the victims of human rights abuse;
- Relieving need among the victims of human rights abuse;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to governments on other on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy on human rights;
- Eliminating infringements of human rights;

Our aims fully reflect the purposes that the charity was set up to further. All our charitable activities are undertaken to further the public benefit.

We review our aims, objectives and activities each year. The review assesses what we achieved and the outcome of our work in the previous 12 months. The review considers the successes of each key activity and the benefits they have brought to those groups, organisations and communities we were set up to support. The review also helps us to ensure our aims, objectives and activities remained focused on our stated purposes. In conducting this exercise and in planning our future activities, we assess our activities against the guidance contained in the Charity Commission's general guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

3. Looking to the future

During a year of unprecedented global disruption, I am immensely proud of the work undertaken and sustained by Kaleidoscope Trust. The urgency of our work only increased as LGBT+ communities across the Commonwealth, and the world, shouldered the economic, physical and emotional burdens of the COVID-19 pandemic, as lockdowns and stay-at-home orders collided with well-entrenched societal inequities. As communities reliant upon the fiscal and moral goodwill of governments, corporates and individual donors, Kaleidoscope Trust faced uncertainty with structure, resilience and, ultimately, optimism.

Alongside our research and reporting into the impact of COVID-19, our programmatic ideation and delivery played a tangible and impactful role in sustaining organisations confronted with financial cliff-edges. The team at Kaleidoscope Trust navigated their work with country partners and financial stakeholders with determination, ingenuity and focus, ensuring that those most impacted by COVID-19 and those concerned with redressing LGBT+ human rights injustices could continue to maintain productive relationships, even in the face of precarious digital infrastructures and extended – or delayed – funding timelines.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

As an organisation, we have excelled when and where others have fallen down, and we are proud that we have been able to extend our organisation's stability to those across the Commonwealth for whom organisational stability is neither guaranteed nor prioritised. Essential to our work is the work of LGBT+ civil society, and our structural and emotional support of LGBT+ organisations and the selfless activists who lead them has resulted in more robust working relationships. We feel confident that the work we have delivered, the relationships we have managed, the money we have raised and the results we have achieved go a long way in ensuring Kaleidoscope Trust is well-positioned to navigate ongoing uncertainties – particularly those wrought as the COVID-19 virus continues to mutate and spread.

The pressing human rights challenges of our time have been compounded by COVID-19, and while Kaleidoscope Trust has weathered the initial storm, we know first-hand that this crisis is in no way over for those we fund, fight for and empower across the Commonwealth. The task ahead of us requires further organisational dexterity, programmatic efficacy, and a capacious empathy, all of which our team, leadership, board, funders and partners have proven ready and able to deliver. As we continue working towards a world that is free, safe and equal for LGBT+ everywhere, I feel certain that Kaleidoscope Trust, and those we support, will continue to forge the future we deserve, come rain, shine or pandemic.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

4. Achievements and Performance

4.1. From the Chair

The year under review has almost exclusively been dominated by the COVID-19 pandemic and the consequent economic and social changes brought about by the crisis. Looking back, the Board is pleased at how well the charity responded to the challenges and hardships of the lockdowns, taking the initiative early in the crisis to conduct a survey within The Commonwealth Equality Network (TCEN) to gain insights into the effects of the pandemic on LGBT+ people around the world. The results were shared worldwide, gaining much media and government attention.

During the first full year of tenure of our current Executive Director, we have expanded our outreach programmes and strengthened our internal management structures and policies, notably in the areas of financial and risk management. Focus has been key. During the crisis, the Executive Director's outstanding efforts to raise money has resulted in the best year for fundraising since the charity was founded a decade ago, putting us on more sustainable footing to grow and thrive. We have been able to count on the commitment and generosity of many individual and corporate donors and, in particular, of the British, Australian and Canadian governments who share the same passion and dedication for our work around the world. The Board thanks them all.

Support from Board members has been exceptional, especially through our Risk and Audit and Fundraising and Communication Committees, both of which met regularly throughout the pandemic providing guidance and experience to the ever-evolving challenges we faced throughout the reporting year.

It is all too easy, in the relative tolerance of UK society, to underestimate the punitive conditions in the countries where members of The Commonwealth Equality Network live, work and struggle. In too many of these countries, LGBT+ citizens are punished and penalised simply for being the people they are. It should never be illegal to be you. Our work continues.

- Simon Millson, Chair of Kaleidoscope Trust

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

4.2. From the Executive Director

None of us could have predicted the monumental upheaval that occurred in 2020 following the outbreak of COVID-19. Kaleidoscope Trust – through the support of its incredible staff team, our Chair and our Board – has managed to respond with expert agility in putting multiple measures in place to safeguard the organisation and also protect staff livelihoods during this time of uncertainty. Through use of the Government Job Retention Scheme and close risk-monitoring of what has been an ever-changing situation, I am proud of how well the organisation and staff team has adjusted to this new landscape. Under remarkable circumstances, Kaleidoscope Trust has not only survived, but thrived through its programmatic achievements. I therefore present to you – with no small amount of pride – a summary of our activities for the period 1st April 2020 to 31st March 2021.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

4.3. Our Team

Between March 2020 and March 2021, the Kaleidoscope Trust team had almost exclusively been delivering its work remotely due to the global COVID-19 pandemic. The team has done phenomenally well to design and deliver dynamic programmes during a period where international travel has not been possible.

With the expansion of our programmatic scope through both securing the International Programmes Fund (IPF) and the Commonwealth Equality Programme (CEP), we experienced a flourish of growth within the team, seeing a larger staff body than almost ever before: 13 team members strong with a 10.4 full-time staff equivalent. These staffed areas include Executive Leadership; Communications; Research, Policy and Public Affairs at a managerial level; Finance and Compliance; and a Programmes team doubled in size against the previous year.

4.4. Programme Highlights: April 2020 – March 2021

4.4.1 The Commonwealth Equality Network (TCEN)

Established in 2013, The Commonwealth Equality Network – or TCEN – is a network of organisations challenging inequality based on sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). The Network was set up to give a global voice to LGBTI+ communities across the Commonwealth and to support joint advocacy to provide an answer to the colonial legacy of homophobia – a Commonwealth solution to a Commonwealth problem.

As host to the Secretariat to TCEN, Kaleidoscope Trust has worked closely with both the Management Committee of TCEN and TCEN's nearly 70 member organisations in order to deliver the various work streams highlighted below.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

4.4.1.1. 'LGBTI+ in the Commonwealth in the COVID-19 Era' Report

In response to the changing funding landscape and the impact of the COVID-19 pandemic on LGBT+ people internationally, Kaleidoscope Trust published the report [*LGBTI+ in the Commonwealth in the COVID-19 Era*](#)¹ on IDAHOBIT² in May 2020, which ran alongside a fundraising campaign. It includes input from 41 LGBTI+ individuals from 34 TCEN member organisations, covering 37 Commonwealth countries in all Commonwealth regions – 60% of the network's members at the time, in nearly 70% of Commonwealth countries.

The report proved an essential tool to push the urgent case for new funding as we advocated with governments as part of Kaleidoscope Trust's COVID-19 Response Campaign. It enabled us to provide a clear picture of the uncertain and deteriorating situation in the wake of the COVID-19 outbreak for the LGBT+ organisations we work with across the Commonwealth. The findings have been used for several advocacy opportunities, including:

- at an event the Commonwealth Secretariat organised for IDAHOBIT 2020, at which the Trust's executive director spoke alongside the UN Independent Expert on SOGI, Victor Madrigal;
- in letters sent to the Foreign Secretary;
- during an engagement with the Canadian Minister for International Development;
- with members of the Labour Shadow Cabinet, and;
- with the LGBT lead at the Department for International Development (DFID), where it also sparked a wider discussion among civil servants in the Social Inclusion Department as to LGBT inclusion in their programming.

As at March 2021, Kaleidoscope Trust was on the precipice of launching a follow-on to this report, titled, '*LGBTI+ People in the Commonwealth in the Covid Era: An Update*'. This 4,000-word long situational analysis was a result of research conducted through a survey of TCEN members that gathered evidence from 23 member organisations, covering 19 Commonwealth countries. The report has the aim to look specifically at the primary concerns and economic status of the respondents in order to provide real-time insight into the needs of LGBTI+ organisations across the Commonwealth in the COVID-19 era.

4.4.1.2. 'Protecting LGBT+ rights in the Commonwealth' Project

This project aimed to strengthen The Commonwealth Equality Network's governance and structures, enable the network to advance various pieces of advocacy work, as well as to resource TCEN member organisations to give an advocacy and policy-based response to the impacts of COVID-19 on LGBT+ people at country level. Nearly all TCEN members in the Global South and East were eligible to apply for sub-grants through this funding; 30 organisations (TCEN members and partners) in 24 Commonwealth countries did so.

¹ <https://www.commonwealth-covid19.com/>

² International Day against Homophobia, Biphobia, Interphobia and Transphobia

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

Below are some highlights from the different outcomes of this grant:

- i. We enhanced TCEN's institutional capacity to sustainably advocate for LGBT+ rights in the Commonwealth by undertaking the first review of the network's governance since it was created in 2013. The review culminated with the presentation of a revised Constitution, a draft TCEN Code of Conduct, and a clear Roadmap outlining further recommended changes to be implemented in the coming year or two.
- ii. We overhauled the TCEN website, transforming it into an online platform to facilitate increased communication and interaction between network members, a long-standing request from the Management Committee and TCEN members to meet the needs of a growing network.
- iii. We provided technical and financial support to TCEN members in the design and implementation of country-based advocacy efforts aimed at addressing long term causes of inequality, including those magnified by the COVID pandemic, through the most ambitious sub-granting scheme Kaleidoscope Trust has ever undertaken. Through this grant-making component, the project's largest in terms of funding, we have been able to distribute an estimated £325,080.75 in sub-grants to 30 LGBT+ organisations (TCEN members and partners) in 24 Commonwealth countries in the Global South and East, benefitting thousands of LGBT+ people at a time when funding for LGBTI+ civil society organisations became increasingly uncertain, among other difficulties caused by the pandemic.
- iv. The development of a Grant-Making Manual under the IPF grant that lays out the Trust's sub-granting architecture. The sub-granting process incorporates rigorous vetting mechanisms and a robust governance framework that will ensure transparency, accountability and value for money in future grant-making initiatives.
- v. The sub-granting component was complemented by a Capacity Building Programme in benefit of TCEN members over the months of February and March 2021 that allowed the Trust to roll-out 13 different half-day trainings on topics such as communication and social media, monitoring and evaluation or design thinking, benefitting an estimated 250 people.

As part of the IPF grant, we produced eight research papers on issues ranging from mental health to access to justice. The full list of research papers topics is as follows:

- *Access to medical services in a time of COVID-19*
- *How has the pandemic affected the mental health of LGBTI+ persons?*
- *Exploring policy implications of lived experiences through an Intersectional lens*
- *Access to Justice and the rollback of legal rights*
- *Institutionally derived violence and discrimination*
- *Increases in domestic and familial violence*
- *The economic cost of LGBTI+ exclusion*
- *Moving on from our post-Colonial past by addressing residual colonial laws*

The 'Protecting LGBT+ rights in the Commonwealth' Project' ended on 31st March 2021 with a projected 95% utilisation of the funding awarded for the programme – an exceptionally high utilisation percentage, considering the limited timeframe both Kaleidoscope Trust and our partners had to implement activities.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

4.4.2. Commonwealth Equality Project (CEP) Programme

Kaleidoscope Trust entered into a partnership with the Westminster Foundation for Democracy (WFD) to build on the progress we made as part of the 2018-2020 Equality and Justice Alliance (EJA) a step forward by:

- i. building connections and rapport between civil society and lawmakers/government institutions, and
- ii. increasing the capacities of some TCEN members on policy development and advocacy related to legal and policy reform and social norm change.

Like its predecessor, this work was delivered in support of the cross-Whitehall Conflict, Stability and Security Fund's (CSSF) objective to reduce violence and discrimination against women and girls and LGBT people.

The regions and countries of focus were the same as under EJA: the Eastern Caribbean (covering Antigua and Barbuda, Dominica, Grenada, Saint Lucia, St Vincent and the Grenadines), Kiribati, Maldives, Mauritius, Namibia, Nigeria, Sri Lanka, Tonga and Uganda. The CEP programme reached an end on the 31st of March 2021, and with a very positive expenditure rate of 97%.

An external evaluation of the programme was commissioned to an international team of consultants and its findings confirmed the positive change and impact CEP had in only six months. Key highlights of the report are below:

- i. 66% of the local partners Kaleidoscope Trust and its partners worked with under the project reported developing "relationships of interest" for their work as a direct result of their engagement with the project.
- ii. Passage of the Children's Bill that abolishes child marriage and provides greater protection from violence in Mauritius in December 2020. Kaleidoscope Trust provided support to local civil society under this and an earlier project to ensure the legislation amendment.
- iii. Confirmed support from the Ministry of Justice in Tonga for a series of recommendations to amend the Criminal Offences Act to decriminalise same-sex consensual relationships and provide better protection from violence for Tongan LGBT+ persons and women.
- iv. Supported technically and financially the development of the first Strategic Framework of the Diversity Alliance of Namibia (DAN), one of the country's largest networks with a diverse membership of organisations working with sex workers, LGBT+ persons, and marginalised women.

The team at Kaleidoscope Trust has continued to develop a productive working relationship with WFD, and we have agreed a desire to continue delivering this line of work in partnership as part of the Global Equality Project (GEP).

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

4.5. Other notable opportunities:

4.5.1. Equal Rights Coalition (ERC)

Kaleidoscope Trust continues to serve one of three civil society co-chairs until June 2021. In this role, we are responsible for mobilising civil society engaged in ERC processes in a transparent, participatory, and inclusive way. Since December 2020, this has included:

- I. managing the civil society response to the first draft of the new ERC five-year strategy that the UK Government is leading on drafting, which will ensure the mechanism has a shared strategic direction for the coming five years;
- II. helping lead and craft the COVID-19 impact statement that ERC CSOs issued³ in order to raise their concerns and influence member state responses to the pandemic;
- III. supporting the ERC civil society and other bodies to get up and running in a way that is responsive to the expectations of the membership; and
- IV. representing the interests of civil society including by bringing together different stakeholders within the UK Government to reach agreements around the Global LGBT Conference (originally scheduled for May 2020 but now postponed to 2022 due to the coronavirus outbreak).

Delivering this programme has been challenging, given the amount of work required, however the Deputy Director has continued to do a great job building relationships and ensuring Kaleidoscope Trust's leadership of this network is responsive, effective and visible. There has also been no financial compensation beyond an ERC Officer post shared with the other CSO co-chairs.

4.5.2. The UK Alliance for Global Equality (UKAGE)

In February 2021, Kaleidoscope Trust became co-chair of the UK Alliance for Global Equality, a coalition of 16 UK-based civil society organisations working together to promote and support progress in global LGBT+ rights.

The Deputy Director has been leading this engagement for the Trust and has worked with the co-chair to create a three-year strategy and activity plan for the group as well as to strengthen governance and coordinate responses to governmental decisions.

4.5.3. Strong in Diversity, Bold on Inclusion (SIDBOI)

In 2019, we joined a group of organisations that were selected to deliver the LGBT+ stream of the Department for International Development's flagship UK Aid Connect programme from 2019 to 2022.

However, the programme remains to come online and conversations between remaining consortium partners and the lead agency continued in the first quarter of 2021 at different levels – both technical and executive – to complete the reworking of the SIDBOI proposal, which was submitted to the FCDO on 8th March 2021. By the time this report was submitted, no updates had been received that would indicate this funding stream would be launched this financial year, nor the financial Year 2021/2022

3

<https://www.gov.uk/government/publications/coronavirus-and-the-human-rights-of-lgbti-people-equal-rights-coalition-statement/equal-rights-coalitions-erc-statement-on-coronavirus-covid-19-and-the-human-rights-of-lgbti-persons>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

4.6. Kaleidoscope Trust Fundraising April 2020 - March 2021

This financial year we anticipated the postponement of our 2021 Gala Pledge Dinner and intensified efforts placed on boosting unrestricted income. Despite the challenges, this financial year brought about several fundraising successes for Kaleidoscope Trust: between May and September 2020, almost £90k of unrestricted funds was secured through a variety of different fundraising activities, including corporate partnerships and the Executive Director's participation in a variety of speaking engagements.

Thanks to the launch of our 'LGBTI+ in the Commonwealth in the COVID-19 Era' report and the accompanying fundraiser, we saw an uptick in the level of individual giving from our donors. I would like to specifically thank every person who so generously gave either a one-off donation or set up a donor's direct debit to benefit Kaleidoscope Trust.

During this period, we also engaged the expertise of fundraising and communications consultants who have drafted three-year strategies for Kaleidoscope Trust to implement sustainable fundraising practices and diversification of our fundraising streams for 2021 and beyond.

5. Financial review

The financial position of the charity can be found on the main financial statements and related notes in these accounts. With the generous support of our donors and the efforts of our staff, our charity generated a positive financial outcome for the period with an increased income of £1,307,181 compared to £1,145,014 last year. Net assets at the end of the reporting period are £249,768 compared to £205,241 last year.

In the 2020/2021 financial year, the Trust was principally funded through grants from the UK government to promote the work done by TCEN, as well as major gifts from individuals and corporations, small gifts from online donations and fund-raising events, and by grants awarded by other trusts and foundations. Over the past year, the Trust's fundraising efforts diversified as an increasing number of individuals and corporations sought to support the work of the Kaleidoscope Trust in various ways. We are most grateful to all those who generously supported our work during the course of the year.

Due to COVID-19, Kaleidoscope Trust was unable to host its annual Gala Dinner and charity auction in early 2021. Nevertheless, we are delighted to announce that we enhanced our fundraising efforts through donations and pledges, including our COVID-19 Response Campaign and partnering with an increased number of corporations. Through our fundraising efforts, we were able to continue working with courageous LGBT+ activists and influencing British and Commonwealth stakeholders to advance the human rights of LGBT+ people around the world in these challenging times.

The trustees have examined the charity's requirements for reserves in light of the main identified risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least three months of the Trust's core expenditure. The charity will aim to continue to build reserves in order to make provision for any unexpected drop in funding. The reserve requirements and reserves policy will be monitored by the trustees on a regular basis. Based on the results for 2020/2021 financial period, the required level of reserves would be £145,047. Current unrestricted and restricted fund as at the end of the reporting period is £222,601 and £27,167 respectively. In order to secure the future of the Trust, the Trustees aim to secure ongoing funding of grants and increasing donations and fundraising efforts.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

6. Volunteers

We would like to thank those who have given their time voluntarily to provide pro-bono advice and support to us during the period. This has enhanced and enriched our work. The advice and support is generally relating to specific aspects of our work.

The efforts of volunteers constitute a valuable element of the charity's activities.

7. Going Concern (COVID-19)

The Trustees have been carrying out a continuous assessment of the impact of COVID-19 on the operations of the charity, and considered the risks and threats posed.

The Trustees are satisfied that to date, the threat to operations has been minimal, and whilst working arrangements have had to be adapted, this has not significantly reduced the effectiveness of the organisation.

The Trustees are monitoring events in the country as a whole, and have a protocol in place to provide a quick response to any changes in the operating environment. They currently do not anticipate any circumstances that significantly curtail the ability of the charity to function.

The Trustees have also considered the non-COVID-19 related circumstances and projections of the charity, and are satisfied, that the going concern basis is appropriate for these financial statements.

8. Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 26 to the audited financial statements.

9. Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the Audited Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare Audited Financial Statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these Audited Financial Statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the Audited Financial Statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

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

Year ended 31 March 2021

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the Audited Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

10. Auditor

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

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

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 1 February 2022 and signed on behalf of the board of trustees by:



Simon Millson
Trustee



Alvin To
Trustee

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

Year ended 31 March 2021

Opinion

We have audited the financial statements of Kaleidoscope Diversity Trust (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cashflows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the audited financial statements:

- give a true and fair view of the state of the charity's affairs as of 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom accounting standards, including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements relating to the audit of the financial statements in the UK, including the Financial Reporting Standards (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In common with many other charities of this size and nature the auditors are used to assist with the preparation of the financial statements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work, we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the company will continue in operation.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2021

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditors report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the Directors' Report) for the financial year for which the audited financial statements are prepared is consistent with the audited financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the audited financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the audited financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2021

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the audited financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the audited financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2021

- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We considered the nature of the charity's industry and its control environment and reviewed the charity's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and others within the entity about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory frameworks that the charity operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the Companies Act, Charities Act, Charities (Accounts and Reports) Regulations 2008, Health and Safety Act, employment law, pensions legislation, tax legislation, Bribery Act and Slavery Act; and

- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty. These included the Charity Commission for England and Wales (Charity Commission) regulations, fundraising regulations and Anti-Money Laundering Regulations (including Proceeds of Crime Act 2002 and Terrorism Act 2000)

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud in the following areas, and our specific procedures performed to address them are described below:

- Recognition of grant income: this involves judgement around whether grants have performance conditions attached to them which have to be met before income can be recognised, as well as judgement over whether or not those conditions have been satisfied. On a sample basis, we have assessed the judgements and estimates made by management in the recognition of this income.

- Appropriate allocation of restricted income: there is a risk that restricted income may not have been identified and allocated as such. We reviewed the allocation of income to restricted or unrestricted funds on initial recognition to ensure restrictions were appropriately identified and applied, and we reviewed fund transfers from restricted to unrestricted funds to assess the rationale for those movements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust *(continued)*

Year ended 31 March 2021

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing internal management reports, reviewing correspondence with HMRC and with the Charity Commission.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Assie FCCA (Senior Statutory Auditor)
for and on behalf of
Jackson Nicholas Assie Limited
Chartered Certified Accountants and Statutory Auditors

Suite 7, Meridian House
62 Station Road
North Chingford
London E4 7BA

2 February 2022

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2021

		Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	108,411	1,085,017	1,193,428	1,090,883
Other trading activities	6	113,753	—	113,753	54,131
Total income		<u>222,164</u>	<u>1,085,017</u>	<u>1,307,181</u>	<u>1,145,014</u>
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	7	(216)	—	(216)	(34,102)
Expenditure on charitable activities	8,9	(183,626)	(1,078,812)	(1,262,438)	(1,100,661)
Total expenditure		<u>(183,842)</u>	<u>(1,078,812)</u>	<u>(1,262,654)</u>	<u>(1,134,763)</u>
Net income and net movement in funds		<u>38,322</u>	<u>6,205</u>	<u>44,527</u>	<u>10,251</u>
Reconciliation of funds					
Total funds brought forward		184,279	20,962	205,241	194,990
Total funds carried forward		<u>222,601</u>	<u>27,167</u>	<u>249,768</u>	<u>205,241</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 21 to 34 form part of these financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

	Note	2021 £	£	2020 £
Current assets				
Debtors	18	71,116		100,185
Cash at bank and in hand		<u>207,313</u>		<u>197,190</u>
		278,429		297,375
Creditors: amounts falling due within one year	19	(28,661)		(92,134)
Net current assets			249,768	205,241
Total assets less current liabilities			249,768	205,241
Net assets			249,768	205,241
Funds of the charity				
Restricted funds			27,167	20,962
Unrestricted funds			222,601	<u>184,279</u>
Total charity funds	22		249,768	205,241

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 1 February 2022, and are signed on behalf of the board by:



Simon Millson
Trustee



Alvin To
Trustee

Company Registration Number: 07713654

The notes on pages 21 to 34 form part of these financial statements

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income	44,527	10,251
<i>Adjustments for:</i>		
Accrued expenses	15,442	77,420
<i>Changes in:</i>		
Trade and other debtors	8,302	(45,329)
Trade and other creditors	(58,148)	(202,054)
Net cash from/(used in) operating activities	<u>10,123</u>	<u>(159,712)</u>
Net increase/(decrease) in cash and cash equivalents	10,123	(159,712)
Cash and cash equivalents at beginning of year	<u>197,190</u>	<u>356,902</u>
Cash and cash equivalents at end of year	<u>207,313</u>	<u>197,190</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is WeWork, Office 02-102, Senna Building, Gorsuch Place, London, E2 8JF.

2. Statement of compliance

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 (FRS102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

The trustees have considered the impact of COVID-19 on the charities activities and have concluded there are no long-term impact on the Organisation. As a result, it is considered that the going concern status remains intact.

There are no other material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There have not been any judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have had a significant effect on the amounts recognised in the financial statements. There are no other judgements nor other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- Grants from government have been included within income from grants where these are specifically for the provision of services. The grants funding invariably includes terms and conditions that must be met before Kaleidoscope can claim entitlement to the income.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, and non-charitable trading activities.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Tangible assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £5,000 are not capitalised.

Depreciation

Depreciation is calculated so as to write off the cost or of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - Straight line over 3 years

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

4. Limited by guarantee

Kaleidoscope Diversity Trust is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
AllSaints	—	—	—
Recoverable from HMRC in Gift Aid	8,081	—	8,081
Donations £10,000 or less	93,330	—	93,330
Grants			
Hivos Foundation	—	17,586	17,586
Baring Foundation	—	40,515	40,515
Department of Foreign Affairs and Trade	—	—	—
Foreign and Commonwealth Office	—	1,023,916	1,023,916
GiveOut	7,000	3,000	10,000
	<u>108,411</u>	<u>1,085,017</u>	<u>1,193,428</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
AllSaints	24,200	—	24,200
Recoverable from HMRC in Gift Aid	10,537	—	10,537
Donations £10,000 or less	103,054	—	103,054
Grants			
Hivos Foundation	—	39,831	39,831
Baring Foundation	—	31,667	31,667
Department of Foreign Affairs and Trade	—	139,926	139,926
Foreign and Commonwealth Office	—	741,668	741,668
GiveOut	—	—	—
	<u>137,791</u>	<u>953,092</u>	<u>1,090,883</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

6. Other trading activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Fundraising events	67,879	67,879	37,500	37,500
Other income – Furlough income	45,874	45,874	–	–
Other Fundraising	–	–	5,459	5,459
Equipment buyback	–	–	11,172	11,172
	<u>113,753</u>	<u>113,753</u>	<u>54,131</u>	<u>54,131</u>

7. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Fundraising costs	<u>216</u>	<u>216</u>	<u>34,102</u>	<u>34,102</u>

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Commonwealth Equality Programme (CEP)	–	230,861	230,861
International Programmes Fund (IPF)	–	563,692	563,692
GiveOut	–	3,000	3,000
Commonwealth – related activities	–	–	–
Equality and Justice Alliance (EJA)	–	–	–
Core Activities	343	–	343
Support costs	<u>183,283</u>	<u>281,259</u>	<u>464,542</u>
	<u>183,626</u>	<u>1,078,812</u>	<u>1,262,438</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Commonwealth – related activities	–	238,044	238,044
Equality and Justice Alliance (EJA)	–	582,389	582,389
Core Activities	13,385	–	13,385
Support costs	<u>117,311</u>	<u>149,532</u>	<u>266,843</u>
	<u>130,696</u>	<u>969,965</u>	<u>1,100,661</u>

The costs attributed to the CEP/IPF/EJA and Commonwealth related programmes activities above are only those relating to direct costs. The related supported costs to each activity are disclosed in note 9.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2021 £
Commonwealth Equality Program (CEP)	61,095	169,766	36,345	267,206
International Programmes Fund (IPF)	154,520	409,172	174,813	738,505
Equal Rights Coalition (ERC)	—	—	5,000	5,000
APPG	—	—	40,515	40,515
UK Aid Connect	—	—	17,586	17,586
GiveOut	3,000	—	7,000	10,000
Commonwealth – related activities	—	—	—	—
Equality and Justice Alliance (EJA)	—	—	—	—
Core Activities	343	—	160,863	161,206
Governance costs	—	—	22,420	22,420
	<u>218,958</u>	<u>578,938</u>	<u>464,542</u>	<u>1,262,438</u>

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2020 £
Commonwealth – related activities	238,044	—	22,220	260,264
Equality and Justice Alliance (EJA)	307,665	274,724	55,814	638,203
APPG	—	—	31,667	31,667
UK Aid Connect	—	—	39,831	39,831
Core Activities	13,385	—	96,669	110,054
Governance costs	—	—	20,642	20,642
	<u>559,094</u>	<u>274,724</u>	<u>266,843</u>	<u>1,100,661</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

10. Analysis of support costs

	2021 £	2020 £
Staff costs	207,095	89,072
Premises	25,450	35,992
Governance	22,420	20,642
Other	209,577	121,137
	<u>464,542</u>	<u>266,843</u>

Analysis of governance costs (included in support costs)

	Accountancy £	Payroll Services £	Bookkeeping Services £	Professional costs £	Total 2021 £	Total 2020 £
Governance costs	<u>5,400</u>	<u>1,453</u>	<u>1,167</u>	<u>14,400</u>	<u>22,420</u>	<u>20,642</u>

11. Analysis of grant funding activities

	Grants to institutions £	Grants to individuals £	Support costs £	Total 2021 £
International Programmes Fund (IPF)	409,172	–	11,250	409,172
Commonwealth Equality Programme (CEP)	169,766	–	–	169,766
Equality and Justice Alliance (EJA)	–	–	–	–
	<u>578,938</u>	<u>–</u>	<u>11,250</u>	<u>590,188</u>

	Grants to institutions £	Grants to individuals £	Support costs £	Total 2020 £
International Programmes Fund (IPF)	–	–	–	–
Commonwealth Equality Programme (CEP)	–	–	–	–
Equality and Justice Alliance (EJA)	274,725	–	–	274,725
	<u>274,725</u>	<u>–</u>	<u>–</u>	<u>274,725</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

11. Analysis of grants *(continued)*

	2021 £	2020 £
Grants to institutions		
Access Chapter 2	27,076	—
BANDHU	11,356	—
BIMBA	14,669	—
Centre for Popular Education and Human Rights	11,733	—
Commonwealth Human Rights Initiative	11,895	—
Diversity Alliance Namibia	10,000	—
Eastern Caribbean Alliance for Diversity and Equality	126,889	116,341
Equality for All Foundation Jamaica J-FLAG	10,932	—
EQUALS	7,795	—
Eswatini Sexual and Gender Minorities	8,742	—
Feminist Action Development Ambition (FADA)	14,756	—
GENDER LINKS	14,799	—
GrenChap Inc	11,328	—
Haus of Khameleon	—	2,742
I AM ONE (Trinidad and Tobago, San Fernando)	13,769	—
LEGABIBO	12,000	—
LEHA	9,588	—
NAZ	11,657	—
Oagachaga	5,151	—
OutRight Namibia	11,209	—
Pacific Sexual and Gender Diversity Network	—	120,658
Prevention Information Lutte Contre le Sida	—	9,532
Rights Evidence Action Ltd	8,371	—
RuRCHeDI	11,965	—
SASOD	12,034	—
Sayoni Singapore	3,916	—
Solver Lining Foundation	9,669	—
SKN Alliance	11,910	—
The Botswana Network on Ethics, Laws and HIV/AIDS	—	9,584
The Human Dignity Trust	84,022	—
The Rock of Hope	8,663	—
Tonga Leitis Association	24,844	—
UNIBAM	12,300	—
United Belize Advocacy Movement	—	15,867
United and Strong	10,884	—
VPride	12,010	—
We-Change	11,010	—
Working for Our Wellbeing	11,996	—
	578,938	274,724
Total grants	578,938	274,724

The grants were paid to the organisations to obtain services to assist in carrying out the programmes.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

12. Net income

Net income is stated after charging/(crediting):

	2021	2020
	£	£
Operating lease rentals	<u>31,955</u>	<u>39,712</u>

13. Auditors remuneration

	2021	2020
	£	£
Fees payable for the audit of the financial statements	<u>5,400</u>	<u>6,330</u>

14. Staff costs

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

	2021	2020
	£	£
Wages and salaries	401,567	354,516
Social security costs	40,097	36,207
Employer contributions to pension plans	9,659	8,630
	<u>451,323</u>	<u>399,353</u>

The average head count of employees during the year was 10 (2020: 9). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Charitable Activities	8	8
Number of Administrative staff	<u>2</u>	<u>1</u>
	<u>10</u>	<u>9</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2021	2020
	No.	No.
£60,000 to £69,999	<u>1</u>	<u>—</u>

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £119,802 (2020: £116,789).

15. Trustee remuneration and expenses

- No trustees received any remuneration or other benefits from employment with the charity; and
- No trustees or other person related to the charity has any personal interest in any contract or transaction entered into by the charity during the year or the previous year.
- No Trustees received expenses during the year (2020: Nil)

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

16. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good shortfalls and eliminate negative fund balances.

17. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2020 and 31 March 2021	<u>1,350</u>	<u>1,350</u>
Depreciation		
At 1 April 2020 and 31 March 2021	<u>1,350</u>	<u>1,350</u>
Carrying amount		
At 31 March 2021	<u>—</u>	<u>—</u>
At 31 March 2020	<u>—</u>	<u>—</u>

18. Debtors

	2021 £	2020 £
Trade debtors	49,205	4,060
Prepayments and accrued income	18,690	34,336
Other debtors	3,221	61,789
	<u>71,116</u>	<u>100,185</u>

19. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	10,656	45,950
Accruals and deferred income	267	34,000
Social security and other taxes	15,186	10,482
Other creditors	2,552	1,702
	<u>28,661</u>	<u>92,134</u>

Deferred income represents grants received for the purpose of expenditure in a future period. Refer to Note 20 for details.

The figure of other creditors includes a pension liability of £2,552 (2020: £1,718). There is no other pension liability other than those disclosed above.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

20. Deferred income

	2021	2020
	£	£
At 1 April 2020	28,408	16,667
Additions during the year	–	28,408
Amounts released to income	(28,408)	(16,667)
	<u>–</u>	<u>28,408</u>

21. Pensions and other post-retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £9,659 (2020: £8,630).

22. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
General funds	<u>184,279</u>	<u>222,164</u>	<u>(183,842)</u>	<u>222,601</u>

	At 1 April 2019	Income	Expenditure	At 31 March 2020
	£	£	£	£
General funds	<u>157,155</u>	<u>191,922</u>	<u>(164,798)</u>	<u>184,279</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

22. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
Commonwealth Fund	20,962	1,023,916	(1,017,711)	27,167
Equality & Justice Alliance Fund	–	–	–	–
APPG Fund	–	40,515	(40,515)	–
GiveOut Fund	–	3,000	(3,000)	–
UK Aid Connect Fund	–	17,586	(17,586)	–
	<u>20,962</u>	<u>1,085,017</u>	<u>(1,078,812)</u>	<u>27,167</u>

	At 1 April 2019	Income	Expenditure	At 31 March 2020
	£	£	£	£
Commonwealth Fund	14,443	266,783	(260,264)	20,962
Equality & Justice Alliance Fund	23,392	614,811	(638,203)	–
APPG Fund	–	31,667	(31,667)	–
GiveOut Fund	–	–	–	–
UK Aid Connect Fund	–	39,831	(39,831)	–
	<u>37,835</u>	<u>953,092</u>	<u>(969,965)</u>	<u>20,962</u>

Commonwealth Fund

This fund is to enable the Trust to lobby and advocate for the human rights of LGBTI communities across the Commonwealth area.

Equal Justice Alliance Fund

This fund is to enable the Trust to advocate for the human rights of LGBTI communities internationally, through supporting civil society organisations in the Global South.

APPG Fund

This fund is dedicated to supporting the work of All-Party Parliamentary Group (APPG) on Global LGBT Rights.

Australian High Commission Fund

The fund is used in support of the 'Queer Commonwealth: Faces of the LGBT Movement' exhibition.

GiveOut Fund

This fund is used to bring activists to London for advocacy around the Commonwealth Heads of Government Meeting.

UK Aid Connect Fund

This fund is dedicated to support the delivery of the LGBT stream of the Department for International Development's flagship UK Aid Connect programme, through the 'Strong in Diversity, Bold on Inclusion' project.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Current assets	246,400	32,029	278,429
Creditors less than 1 year	(23,799)	(4,862)	(28,661)
Net assets	<u>222,601</u>	<u>27,167</u>	<u>249,768</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Current assets	202,307	95,068	297,375
Creditors less than 1 year	(18,028)	(74,106)	(92,134)
Net assets	<u>184,279</u>	<u>20,962</u>	<u>205,241</u>

24. Analysis of changes in net debt

	At 1 Apr 2020 £	Cash flows £	At 31 Mar 2021 £
Cash at bank and in hand	<u>197,190</u>	<u>10,123</u>	<u>207,313</u>

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Not later than 1 year	11,611	14,895
Later than 1 year and not later than 5 years	21,252	21,252
	<u>32,863</u>	<u>36,147</u>

26. Post balance sheet events

The trustees have considered the likelihood of any negative subsequent events arising from the impact of COVID-19 and have concluded that the incidence of such events is likely to have a minimal impact on the financial statements.

The charity has also entered into a new rent lease agreement of £57,572 in June 2021 for a period of one year. This amount is not payable as the charity has obtained 100% discount on the rent.

The trustees also considered the likelihood of other significant post balance sheet events, and concluded that there are none which significantly impact the financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

27. Related parties

A total of £3,265 (2020: £1,395) of donations was received from the following Trustees and Executive Director:

	<u>£</u>
Richard Angell	620
Beth-Dowling Jones	15
Philippa Drew	2,150
William McCallum	300
Phyll Opoku-Gyimah (Executive Director)	80
Noel Watson Doig	100

There was also a staff loan of £139 (2020: £636) made to various staff as of 31 March 2021.

28. Going concern (COVID-19)

The trustees have been carrying out a continuous assessment of the impact of COVID-19 on the operations of the charity, and considered the risks and threats posed.

The trustees are satisfied that to date, the threat to operations has been minimal, and whilst working arrangements have had to be adapted, this has not significantly reduced the effectiveness of the organisation.

The trustees are monitoring events in the country as a whole, and have a protocol in place, to provide a quick response to any changes in the operating environment. They currently do not anticipate any circumstances that significantly curtail the ability of the charity to function.

The trustees have also considered the non-COVID-19 related circumstances and projections of the charity and are satisfied that the going concern basis is appropriate for these financial statements.