

DIVERSITY VOICE

England & Wales · Charity number 1162019

Details

Status Registered

Legal form CIO

Registered 2015-06-05

Register [View on the Charity Commission register](#)

Contact

Address Victoria Park Community Centre
Victoria Park Drive
Bridgwater
TA6 7AS

Phone 03000750105

Email Admin@diversityvoice.org.uk

Website www.diversityvoice.org

Activities

Objects: TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED'MEANS BEING EXCLUDED FROM SOCIETY, OR PART OF SOCIETY, AS A RESULT OF RACE OR ETHNIC ORIGIN.

Activities: Welcome Hubs, social events, exhibitions, festivals, ad hoc advice and support, English classes, translation/interpretation services to promote social inclusion and prevent discrimination for refugees, migrant workers and asylum seekers. We are currently seeking funding to deliver diversity and inclusion/hate crime/cultural awareness training across all Equality Act 2010 protected characteristics

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** Education/training, Disability, Accommodation/housing, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Bristol City
- Devon
- Dorset
- North Somerset
- Somerset
- Wiltshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£406,815	£368,082	-	-
2024-03-31	£406,815	£368,082	-	-
2023-03-31	£272,388	£270,306	-	-
2022-03-31	£225,389	£224,324	-	-
2021-03-31	£154,744	£184,560	-	-

Trustees

Name	Role	Appointed
The Community Council for Somerset		2025-04-01

DIVERSITY VOICE

England & Wales - Charity number 1162019

Accounts



Diversity Voice
culture & community



Diversity Voice
Annual Report and Financial Statements
For the Year Ended 31 March 2025

Charity Registered in England and Wales Number: 1162019

Diversity Voice

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For the Year Ended 31 March 2025

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Diversity Voice

Reference and Administrative Details
For the Year Ended 31 March 2025

Charity Name	Diversity Voice
Trustees	The Community Council for Somerset
Chief Executive Operations Manager	N Dyson – resigned 31 March 2025 A Mosedale – resigned 31 March 2025
Registered Office	Victoria Park Community Centre Victoria Park Drive Bridgwater Somerset TA6 7AS
Independent Examiner	Michelle Ferris BSC (Hons) FCA DChA Albert Goodman LLP Goodwood House Blackbrook Park Avenue Taunton Somerset TA1 2PX
Bankers	Barclays Bank plc 46 North Street Taunton TA1 1LZ
Email	admin@diversityvoice.org.uk
Website	www.diversityvoice.org.uk

Structure, Governance and Management

Governing Document

Diversity Voice was registered with the Charity Commission on 5th June 2015 and is constituted as a Charitable Incorporated Organisation (CIO). It has been operating since 1 August 2015.

Mission

The objects of Diversity Voice are to promote social inclusion for the public benefit by preventing people from becoming socially excluded or discriminated against, relieving the needs of those people who are socially excluded or discriminated against and assisting them to integrate into society.

Socially excluded' means being excluded from society, or part of society, as a result of any of the protected characteristics set out in the Equality Act 2010 (or any subsequent amendment, re-enactment, consolidation or replacement thereof), including, but not limited to, race, age, gender, disability, religion or belief, sexual orientation, gender reassignment, marriage or civil partnerships, pregnancy or maternity and caring responsibilities.

Recruitment and Appointment of Trustees

All other Trustees served throughout the period.

The Board of Trustees appoint between 3 and 8 trustees by a resolution at a convened meeting. Trustees are appointed for a term of 3 years and may serve for 3 terms. Trustees may be re-appointed after an interval of at least 1 year.

On 1 April 2025 The Community Council for Somerset (company registered in England and Wales number 03541219 and charity registered with the Charity Commission number 1069260) became the sole trustee of the charity, with all other trustees resigning on 31 March 2025.

A Fawden (Chair)	(retired 31 March 2025)
S Payne (Secretary)	(retired 31 March 2025)
E Leavy	(retired 31 March 2025)
M Lerry	(retired 31 March 2025)
A Ballard	(retired 31 March 2025)
The Community Council for Somerset	(appointed 1 April 2025)

Organisational Structure

The Board of Trustees of The Community Council for Somerset meets on a quarterly basis and is responsible for the strategic direction and policy of the charity. A scheme of delegation is in place and the day-to-day responsibility for the charitable activities lies with the CEO of The Community Council for Somerset.

Objectives and Activities

In planning our objectives each year, we have regard to the Charities Commission general guidance on public benefit.

This was the Charity's first full year operating under its new charitable objects and saw a diversification of its traditional funding base in order to mitigate financial risk.

Our key objective over the course of financial year 2024-2025 was to ensure that we acted proactively to ensure the Charity's continued financial stability and resilience for the future, empowering the CEO and management team to begin dialogues with potential funding partners, and exploring various strategic options to diversify income streams.

This opened the dialogue to explore whether we might be better served transferring our work to a larger charity with similar objectives rather than further diversifying our funding base and charitable objects.

Over the course of 2025 it became clear that this was likely to be the most beneficial option for the clients we support and the preferred option for our trustees and funders alike.

Delivery

The year saw the continuation of the Charity's traditional services, including the arrival of refugee families from Ukraine to the network of Welcome Hubs across Somerset.

Additionally, many people have been settled in the local community under various resettlement schemes, reaffirming the UK's commitment to refugee resettlement.

Despite the closure of many asylum hotels in early 2025, the Home Office continued to send asylum seekers to the Somerset area, who required assistance with accessing local services, learning English, and receiving mental health support.

Support for Somerset-based migrant workers in the NHS, private care sector, local factories, and farming communities continued. The Community Engagement team assisted local people with accessing various services, including healthcare, housing, food vouchers, mental health support, CV writing, safeguarding, benefits, employment, and schooling.

As a Board member of the Open Mental Health Alliance (Somerset), Diversity Voice continued to raise awareness of the health and welfare challenges faced by EAL communities. The Underserved Communities project team worked to remove barriers to accessing mental health and wellbeing support for EAL communities.

English as an Additional Language (EAL)

In the 2024/25 academic year, the primary achievement has been fostering the academic and social development of children from diverse linguistic and cultural backgrounds. Learners from a wide range of nationalities, including those from Africa, Ukraine, Romania, Italy, France, and many others, have been supported.

Through targeted language support, significant progress has been seen in these children's confidence and English proficiency, enabling them to integrate more successfully into the school community.

Strong, collaborative relationships with teachers and staff have been built, creating a supportive and inclusive environment where every child feels valued and empowered to flourish. This teamwork has been essential in helping students overcome challenges and reach their full potential.

Numerous positive notes and feedback from teachers have been received, expressing that the strategies and interventions implemented are having a big impact, with noticeable improvements in EAL learners' language skills, participation, and classroom engagement. This recognition not only validates the approach but also highlights the strength of the shared commitment to supporting every student's success.

Community translation and interpreting services

Translation and interpreting services were offered to individuals to ensure they had access to specialist help. Our multilingual team and a register of translators and interpreters delivered this service.

School and early years setting-based support for children and their families

Private contracts were secured with primary and secondary schools across the region to continue vital work supporting children and their families who speak English as a second language. This service continued to receive excellent feedback.

Events to Promote Intercultural Understanding

Successful events were organised to promote intercultural understanding, including Refugee Week, EID celebrations, cultural cooking events, a magic show for displaced children, debt/money management training, trauma training, craft events, and wellbeing walks.

Partner organisations delivered an Open Mental Health roadshow for underserved communities, Mental Health Week programmes, and support for multi-faith communities at the Hinkley Point C construction site.

Welfare and Other Advice Delivered in Home Languages:

Welfare and settlement advice services were provided in multiple languages, offering advice and support in collaboration with partners such as Citizens Advice and Navigate, in relation to housing, benefits, domestic violence, employment, and health matters.

Collaboration with Statutory and Voluntary Sector Partners:

Information was shared to prevent exclusion and act as a bridge for those who might otherwise be prevented from accessing support and services. Efforts were made to enable access to others' services for those who might otherwise be excluded due to their language. Networking was conducted widely, and social media presence and the website were improved to maximise opportunities for information sharing about both own and others' services.

Equity, Diversity, Inclusion and Belonging (EDIB)

Over the past year, the EDIB workstream within Open Mental Health has been led with a focus on integrating 'Belonging' as a core component of Inclusion and developing Stakeholder Engagement work. This initiative was undertaken alongside Val Keeble from Spark Somerset, whose presence and support have been deeply missed since her retirement.

Belonging Workshop

A significant highlight has been the co-development and delivery of the 'Belonging Workshop' at The Journey (Open Mental Health's Together Conference, May 2025). Co-designed with Experts by Experience and supported by the previous Somerset Diverse Communities Manager, the workshop explored what helps people feel seen, heard, and valued. Feedback has been overwhelmingly positive, indicating a real need for this across the system.

Focus Areas and Accessibility

Focus areas across the protected characteristics have been identified, and the relationship between EDIB and stakeholder engagement has been strengthened. Efforts have continued towards creating a more trauma-informed workforce. Accessibility has been ensured at every level, from hearing loops and venue choice to dyslexia-friendly communication formats.

Challenges and Audits

In response to the challenges faced by trans and gender-diverse communities, deeper listening has been prioritised moving forward. Inclusive recruitment practices across the alliance have been audited to improve diversity and psychological safety for staff, volunteers, and trustees. The understanding is that greater inclusivity leads to better outcomes for both teams and the people supported.

Achievements and Performance

Strategic Realignment and Organisational Transition:

Diversity Voice evaluated its long-term sustainability and decided to transfer its work to a larger charity with aligned objectives. Trustees and funders supported this strategic transition. The charity explored options to diversify income streams and initiated discussions with potential funding partners.

Mental Health and Community Engagement

Active participation in the Open Mental Health Alliance (OMH) focused on underserved communities in Somerset. Five Ukrainian refugees were employed in ESOL and interpreter roles. Mental health and wellbeing support was delivered through Wellbeing Practitioners with lived experience, addressing barriers such as language, stigma, and cultural differences.

Welcome Hubs and Local Integration

Welcome Hubs were operated across Somerset, including mobile and online services. ESOL support, interpreter services, and wellbeing activities were provided. Community events, including craft, budgeting, and beauty sessions, were hosted. Signposting to public health, mental health, and other local services was offered.

Broader Sector Collaboration

Contributions were made to sector-wide efforts through events like the Somerset Convention. Engagement with local leaders and organisations promoted inclusive community development. Participation in high-profile panels with SASP, Somerset Council, and Spark Somerset was undertaken. Support was provided for the launch of CCS's Five-Year Strategy focused on resilient, inclusive communities.

Funding Needs

The funding landscape has become increasingly challenging over the last 12 months, exacerbated by the cost-of-living crisis and greater competition for a smaller number of funding pots.

Whilst additional funding has been secured to replace loss of the Linkworker and schools contracts, competition for unrestricted funding has increased drastically.

Plans For Future Periods

The Charity's more immediate plans are to maintain existing services, whilst diversifying its income base via its commercial translation and interpreting, English classes and school support offering.

2024-2025 proved to be a watershed year for Diversity Voice with the period spent consolidating the financial position and assessing the ongoing future of the charity.

It became clear over the course of the year that, unless Diversity Voice was able to substantially diversify its income and be more sustainable, the most beneficial thing to do would be for the organisation to transfer its work to a larger charity with similar charitable objects.

Acquisition

In January 2025 the board made the decision due to operational challenges in the sector to seek support from partners. The Community Council for Somerset (now thrive) were approached to discuss this potential support. This meant that after much consideration the best option for DV to continue its delivery of mission was to become part of CCS as we aligned with their mission and values and strategic direction.

The acquisition of Diversity Voice by CCS took place in April 2025. This will allow CCS to support and grow the DV delivery as part of the Welcome To All project, and with the view that in time this stabilising support will allow CCS the strategic freedom to determine the future structure of the organisation.

Financial review

The year saw a substantial growth in the charity's income and expenditure as a result of new funding initiatives and its repositioning from a charity supporting EAL speakers to a charity supporting people with any of the protected characteristics.

The charity received total income of £420,586 (2024: £406,815) of which £64,408 (2024: £236,058) was unrestricted. This was matched by an increase in total expenditure to £469,419 (2024: £368,082), and recognised a total net surplus of £48,833 (2024: £38,733). Reserves available to the charity at the end of the year are £155,766, £112,343 of which are unrestricted (2024: £204,599 total reserves, £161,153 unrestricted).

Principal Funding Sources

During the year, the charity received its main income from the following sources:

- Hinkley Point C Community Impact Fund continuation funding (12 months, ending September 2025): support to mitigate the impact of the development of Hinkley Point
- Somerset Council (4 years, ending August 2023): support to Polish-speaking children and parents through the provision of interpreting and other services to schools and Children's Social Care. This funding has now ended.
- Commercial interpreting and language support services to schools who wanted to continue receiving our services after the Somerset Council funding of the service had ended.
- Charis (19 months continuation funding ending 31 March 2025) – Contract to provide welcome hubs for asylum seekers, refugees and Ukrainian guests living in Sedgemoor.
- Charis (19 months ending 31 March 2025) – Contract to provide Ukrainian interpreters to all welcome hubs across Somerset.
- Somerset Council (ongoing, but only confirmed to 30 September 2025): provision of English language training

Diversity Voice

Trustee Report

For the Year Ended 31 March 2025

- Open Mental Health Alliance (Lead Partner Rethink - ongoing) – a grant to build capacity within Diversity Voice to be able to contribute to Alliance and Open Mental Health development work.
- Open Mental Health Alliance (Lead Partner Rethink – ended 31 March 2025) – a grant to employ a community worker to assist EAL individuals to access mental health services. This funding has now ended.
- Open Mental Health Alliance (Lead Partner Rethink – 24 months ending 31 July 2025) – a grant to employ 3 part-time wellbeing practitioners to provide mental health support to refugees, asylum seekers and Ukrainian guests who have fled from conflict and violence.
- Open Mental Health Alliance (Lead Partner Rethink – ongoing) – a grant to work employ an Equality, Diversity and Inclusion (EDI) Trainer and an EDI Consultant to provide training to all partners in the Open Mental Health Partnership regarding how to implement EDI best practise and to review partners' EDI policies and procedures to ensure that they follow best practise. This funding also includes the provision of interpreters from Diversity Voice to all Open Mental Health partners to ensure that clients are not prevented from accessing mental health services due to language barriers.

We generated additional income from our commercial translation and interpreting service and also from donations.

Investment Policy

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent on the charitable objects in the short term so there are few funds available for long term investment.

Reserve Policy

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, and its plans for future growth. It has established a policy whereby the unrestricted funds should be approximately equivalent to 3 months core expenditure plus committed future expenditure.

Trustees are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding. The charity is currently experiencing a period of growth and the charity's average 3 monthly ongoing cost of running the organisation has consequently risen to some £117,000. The present level of free reserves available to the charity of £111,156 is therefore approaching the target level. We take into account the prospect of not only continued growth but also the potential loss of some funding sources from 31 March 2025.

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. 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.

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP FRS 102 – effective 1 January 2019)

Approved by the Trustees on 9th December 2025 and signed on their behalf by:

G Francis
On behalf of The Community Council for Somerset

Diversity Voice

Independent Examiners Report to the Members and Trustees
For the Year Ended 31 March 2025

I report to the trustee on my examination of the accounts for Diversity Voice ("the charity") for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustee of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Albert Goodman LLP provides the charity with book-keeping services. I confirm that the necessary safeguards as required by the Directions of the Charity Commission have been implemented, and that I have applied the provisions of the Revised Ethical Standard 2016 issued by the Financial Reporting Standard.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a "true and fair view" which is not a matter considered as part of an independent examination.

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

Michelle Ferris BSc (Hons) FCA DChA (Senior Statutory Auditor)

for and on behalf of
Albert Goodman LLP
Chartered Accountants
Statutory Auditor

Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 18th December 2025

Diversity Voice

Statement of Financial Activities (including an Income and Expenditure account)
For the Year Ended 31 March 2025

	Notes	Unrest- ricted Funds £	Rest- ricted Funds £	Total 2025 £	Unrest- ricted Funds £	Rest- ricted Funds £	Total 2024 £
Income from:							
Donations	2	974	1,028	2,002	934	-	934
Charitable activities	3	63,434	355,150	418,584	235,124	170,757	405,881
Total income		64,408	356,178	420,586	236,058	170,757	406,815
Expenditure on:							
Charitable expenditure	4	113,555	355,864	469,419	222,558	145,524	368,082
Total expenditure		113,555	355,864	469,419	222,558	145,524	368,082
Net (expenditure)/income before transfers		(49,147)	314	(48,833)	13,500	25,233	38,733
Transfer between funds	9	30,998	(30,998)	-	(687)	687	-
Net movement in funds		(18,149)	(30,684)	(48,833)	12,813	25,920	38,733
Reconciliation of funds							
Fund balances at 01 April 2024		161,153	43,446	204,599	148,340	17,526	165,866
Fund balances at 31 March 2025	9	143,004	12,762	155,766	161,153	43,446	204,599

The results for the year derive from continuing activities and there are no gains or losses other than those shown above.

The statement of financial activities incorporates the income and expenditure account.

Diversity Voice
Balance Sheet
As at 31 March 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible fixed assets	6	1,187	959
		<u>1,187</u>	<u>959</u>
Current assets			
Debtors	7	35,001	72,571
Cash at bank and in hand		132,430	146,485
		<u>167,431</u>	<u>219,056</u>
Creditors			
Amounts falling due within one year	8	(12,852)	(15,416)
		<u></u>	<u></u>
Net current assets		154,579	203,640
		<u></u>	<u></u>
Net assets		<u>155,766</u>	<u>204,599</u>
Funds			
Unrestricted funds			
General funds	9	143,004	161,153
		<u>143,004</u>	<u>161,153</u>
Restricted funds	9	12,762	43,446
		<u></u>	<u></u>
Total charity funds		<u>155,766</u>	<u>204,599</u>

Approved by the Board of Trustees for issue on 9th December 2025 and signed on their behalf by:

G Francis
On behalf of The Community Council for Somerset

Diversity Voice

Notes to the Financial Statements
For the Year Ended 31 March 2025

1 Accounting Policies

1.1 General information and basis of accounting

These accounts have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP FRS 102), effective 1 January 2019, and the 2011 Charities Act and applicable UK Accounting Standards and the principal accounting policies adopted in the preparation of the financial statements are set out below.

The charity meets the definition of public benefit under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- the Trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Income with related expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grants and Donations

Grants and donations are included in the SoFA once they have been received, or once any conditions to which a grant is subject have been fulfilled.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when received.

1.3 Expenditure

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

1.4 Tangible fixed assets

Tangible Fixed Assets for use by the Charity These are capitalised if they can be used for more than one year, and cost at least £200. They are valued at cost or, if gifted, at the value to the Charity on receipt.

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

Diversity Voice

Notes to the Financial Statements For the Year Ended 31 March 2025

1.5 Debtors

Trade and other debtors are recognised at the settlement amount due and prepayments are valued at the amount prepaid.

1.6 Cash at bank and in hand

Cash at bank and in hand comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

1.7 Creditors

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

1.8 Taxation

The company is a registered charity and is therefore not liable to corporation tax to the extent that income and gains are applied to the charitable objectives of the charity.

1.9 Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. The charity is not VAT registered and therefore VAT on expenses is charged against the category of resources expended for which it was incurred.

1.10 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Amounts received for restricted purposes are treated as separate funds in the financial statements.

1.11 Financial instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Diversity Voice
Notes to the Financial Statements
For the Year Ended 31 March 2025

2 Voluntary income

	Unre- stricted funds £	Restricted funds £	Total 2025 £	Unre- stricted funds £	Restricted funds £	Total 2024 £
Donations	974	1,028	2,002	934	-	934

3 Charitable activities income

	Unre- stricted funds £	Restricted funds £	Total 2025 £	Unre- stricted funds £	Restricted funds £	Total 2024 £
Welcome Hubs (Charis)	-	89,827	89,827	86,904	-	86,904
Open Mental Health -						
Wellbeing Practitioners (Rethink)	-	76,937	76,937	-	50,529	50,529
Hinkley Community Fund - FLASH	-	-	-	-	45,910	45,910
Somerset Council (SCC) -						
Linkworker Project*	-	-	-	43,788	-	43,788
Other Translation Services	52,934	13,893	66,827	35,016	-	35,016
Ukraine Interpreters (Charis)	-	63,282	63,282	52,481	-	52,481
Open Mental Health -						
Underserved Communities (Rethink)	-	-	-	-	29,480	29,480
EDI Consultancy (Rethink)	-	37,688	37,688	-	19,338	19,338
Somerset Council (SCC) -						
Community English Classes*	-	20,300	20,300	16,935	-	16,935
Open Mental Health -						
Partnership (Rethink)	-	-	-	-	15,300	15,300
Open Mental Health -						
Capacity (Rethink)	-	1,854	1,854	-	-	-
Open Mental Health -						
Stakeholder Enagagement (Rethink)	-	22,961	22,961	-	-	-
Open Mental Health -						
Translations (Rethink)	-	12,312	12,312	-	-	-
Hilden Trust	7,000	-	7,000	-	7,000	7,000
Carers Project (CCS)	-	-	-	-	1,200	1,200
Wellbeing Activities	3,500	16,096	19,596	-	2,000	2,000
	63,434	355,150	418,584	235,124	170,757	405,881

*denotes government grants

4 Charitable expenditure

	Unre- stricted funds £	Restricted funds £	Total 2025 £	Unre- stricted funds £	Restricted funds £	Total 2024 £
Charitable activities						
Staff costs	37,227	303,335	340,562	168,823	119,483	288,306
Other staff costs	4,566	15,565	20,131	13,369	2,928	16,297
Office expenses	28,811	5,016	33,827	17,891	9,413	27,304
Premises costs	11,121	15,602	26,723	16,612	3,577	20,189
Cultural events	886	13,046	13,932	2,898	1,100	3,998
Governance Costs	29,750	3,300	33,050	1,765	9,023	10,788
Fees paid to accountants for independent examination	1,194	-	1,194	1,200	-	1,200
Total funds	113,555	355,864	469,419	222,558	145,524	368,082

5 Employees and employment costs

	2025 £	2024 £
Wages and salaries	309,274	261,337
Social security costs	16,276	10,708
Pension contributions	7,414	5,828
Freelance workers	7,598	10,433
	<u>340,562</u>	<u>288,306</u>

The average number of staff employed during the year was 19 (2024: 20 staff), and one employee received employee benefits of between £60,000 - £69,999 (2024: none).

The Trustee considers the Chief Executive Officer and Operations Manager to be key management of the charity. The total costs to the charity of employee benefits for key management personnel were £102,920 (2024: £64,245).

No Trustees received any remuneration during the year (2024: none).

The company operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the company to the scheme and amounted to £7,414 (2024: £5,828).

As at the year end, amounts totalling £nil (2024: £1,021) were owing to the scheme and are included in creditors due in less than one year.

6 Tangible fixed assets

	Office equipment £	IT Equipment £	Total £
Cost			
As at 01 April 2024	813	14,998	15,811
Additions	-	1,760	1,760
As at 31 March 2025	<u>813</u>	<u>16,758</u>	<u>17,571</u>
Depreciation			
As at 01 April 2024	813	14,039	14,852
Charge for year	-	1,532	1,532
As at 31 March 2025	<u>813</u>	<u>15,571</u>	<u>16,384</u>
Net book value			
As at 31 March 2025	<u>-</u>	<u>1,187</u>	<u>1,187</u>
As at 31 March 2024	<u>-</u>	<u>959</u>	<u>959</u>

7 Debtors

	2025	2024
	£	£
Prepayments	4,551	2,372
Other debtors	17,475	57,388
Accrued income	12,975	12,811
	<u>35,001</u>	<u>72,571</u>

8 Creditors: Amounts falling due within one year

	2025	2024
	£	£
Accruals	5,485	6,397
Deferred income	-	7,840
Other creditors	7,367	1,179
	<u>12,852</u>	<u>15,416</u>

Deferred income

	2025	2024
	£	£
Deferred income at 01 April 2024	7,840	5,175
Released from previous years	(7,840)	(5,175)
Resources deferred in the year	-	7,840
Deferred income at 31 March 2025	<u>-</u>	<u>7,840</u>

Diversity Voice
Notes to the Financial Statements
For the Year Ended 31 March 2025

9 Statement of funds

	Balance 01.04.24 £	Income £	Expenditure £	Transfers £	Balance 31.03.25 £
Restricted funds					
Hinkley Point Community Fund	15,647	-	(17,090)	1,443	-
Open Mental Health - Wellbeing Practitioners	13,346	76,937	(85,824)	(4,459)	-
Open Mental Health - EDI Consultancy	6,632	37,688	(40,677)	(3,643)	-
Open Mental Health - Partnership Board	2,116	-	(2,116)	-	-
Hilden Trust	4,505	-	-	(4,505)	-
Carers Project (CCS)	1,200	-	-	-	1,200
Big Conversation	-	4,723	(2,405)	(2,318)	-
Henry Smith	-	1,330	(1,330)	-	-
Animating Bridgwater	-	16,188	(15,997)	(191)	-
Charis - Welcome Hubs	-	90,077	(82,866)	(7,211)	-
Open Mental Health - Capacity	-	1,854	(3,848)	1,994	-
Open Mental Health - Stakeholder Enagagement	-	22,961	(23,692)	731	-
Open Mental Health - Translations	-	12,312	(9,659)	-	2,653
CHARIS - Ukraine Interpreters	-	63,968	(51,129)	(12,839)	-
West/Hamp ESOL	-	20,300	(13,683)	-	6,617
Westfield ESOL	-	7,840	(5,548)	-	2,292
Total restricted funds	43,446	356,178	(355,864)	(30,998)	12,762
General unrestricted funds	161,153	64,408	(113,555)	30,998	143,004
Total unrestricted funds	161,153	64,408	(113,555)	30,998	143,004
Total funds	204,599	420,586	(469,419)	-	155,766

Diversity Voice

Notes to the Financial Statements
For the Year Ended 31 March 2025

Statement of funds - prior year

	Balance 01.04.23 £	Income £	Expenditure £	Transfers £	Balance 31.03.24 £
Restricted funds					
Hinkley Point Community Fund	6,923	45,910	(37,186)	-	15,647
Reaches - SCC*	3,608	-	(3,624)	16	-
Open Mental Health - Wellbeing Practitioners	-	52,529	(39,183)	-	13,346
Open Mental Health - Underserved Communities	-	29,377	(30,041)	664	-
Open Mental Health - EDI Consultancy	-	19,670	(13,038)	-	6,632
Open Mental Health - Partnership Board	4,120	15,071	(17,075)	-	2,116
Hilden Trust	-	7,000	(2,495)	-	4,505
Carers Project (CCS)	-	1,200	-	-	1,200
Wessex Water	2,875	-	(2,882)	7	-
Total restricted funds	17,526	170,757	(145,524)	687	43,446
General unrestricted funds	148,340	236,058	(222,558)	(687)	161,153
Total unrestricted funds	148,340	236,058	(222,558)	(687)	161,153
Total funds	165,866	406,815	(368,082)	-	204,599

INKLEY POINT COMMUNITY FUND

Diversity Voice received restricted funding from the Hinkley Point C Community Fund towards the employment of a community worker to provide EAL (English as an additional language) individuals, families, households and communities with information, advice, help, translation services and language support that they may need.

OPEN MENTAL HEALTH – WELLBEING PRACTITIONERS

Diversity Voice received restricted funding from Rethink in order to employ 3 part-time wellbeing practitioners to provide mental health support to refugees, asylum seekers and Ukrainian guests who have fled from conflict and violence.

OPEN MENTAL HEALTH – EDI CONSULTANCY

Diversity Voice received restricted funding from Rethink in order to employ an Equality, Diversity and Inclusion (EDI) Trainer and an EDI Consultant to provide training to all partners in the Open Mental Health Partnership regarding how to implement EDI best practise and to review partners' EDI policies and procedures to ensure that they follow best practise. This funding also includes the provision of interpreters from Diversity Voice to all Open Mental Health partners to ensure that clients are not prevented from accessing mental health services due to language barriers.

Diversity Voice

Notes to the Financial Statements
For the Year Ended 31 March 2025

OPEN MENTAL HEALTH – PARTNERSHIP BOARD

Diversity Voice received restricted funding from Rethink in order to attend the “Open Mental Health” programme Board meetings and influence the development of services for EAL community members, in order to help ensure that barriers to mental health services are recognised and effectively mitigated.

HILDEN TRUST

Diversity Voice received a restricted funding grant of £7,000 from the Hilden Trust towards core salary, running and management costs and venue hire.

COMMUNITY COUNCIL FOR SOMERSET

Diversity Voice received a grant of £1,200 to fund a pilot project to set up a series of events and a peer support group to support the wellbeing of refugees, asylum seekers and other displaced people who are themselves carers for adults with a mental health condition.

BIG CONVERSATION

This funding supported the deployment of two community workers to attend four Somerset's Big Conversation (SBC) events, as well as focused engagement at Welcome Hubs for refugees and asylum seekers, and THRIVE sessions aimed at groups with protected characteristics. Collaboration with Diversity Voice ensured outreach to marginalised and diverse individuals, enabling their voices to inform future strategy. Somerset's Big Conversation attended events county-wide to share information about new projects and programmes, and to gather valuable feedback on service effectiveness in local areas.

HENRY SMITH

The grant of £1,330 was used towards the costs of a daytrip to Weston-Super-Mare for 26 children from migrant communities in Bridgwater, Somerset. This funding supported our ongoing commitment to promoting inclusion and well-being for disadvantaged children, in line with our wider charitable objectives.

ANIMATING BRIDGWATER

Funding was allocated to support the Bridgwater Cultural Festival, themed 'Our Home', with the aim of promoting diversity and inclusion throughout Bridgwater Town and displaying its vibrant character as a welcoming place to live, work, and visit. In collaboration with other organisations, we prioritised the involvement of asylum seekers and refugees, ensuring their participation and representation in the event.

CHARIS – WELCOME HUBS

The funding supported the operation of Welcome Hubs in Sedgemoor, delivering vital services for displaced individuals and families, including Ukrainian refugees under the Homes for Ukraine Scheme, asylum seekers, and those on other resettlement programmes. The Hubs played a key role in fostering integration and strengthening community resilience by providing free drop-in and one-to-one support in areas such as housing, employment, welfare and debt advice, healthcare access, ESOL classes, interpretation, and culturally sensitive mental health and well-being activities.

OPEN MENTAL HEALTH – STAKEHOLDER ENGAGEMENT

Provided to support the delivery of engagement initiatives aimed at increasing access, participation, and representation for individuals with protected characteristics, as well as underserved, isolated, or marginalised groups at risk of health inequality due to social determinants of severe mental ill health. This work was funded to enhance communication and coordination across the service delivery, ensuring that the perspectives of “Experts by Experience” informed all aspects of service provision and continuous improvement.

Diversity Voice

Notes to the Financial Statements
For the Year Ended 31 March 2025

OPEN MENTAL HEALTH – TRANSLATIONS

Diversity Voice were able to use this funding to develop and deliver a flexible interpreter/translation support service across delivery partners, to meet the wider needs of non-English speaking users of the service.

OPEN MENTAL HEALTH – CAPACITY

A grant to build capacity within Diversity Voice to be able to contribute to Alliance and Open Mental Health development work.

CHARIS – UKRAINE INTERPRETER

Diversity Voice received a grant to provide welcome hubs for asylum seekers, refugees and Ukrainian guests living in Sedgemoor as well as Ukrainian interpreters to all welcome hubs across Somerset.

WEST/HAMP AND WESTFIELD ESOL

A grant to provide of English language training in Somerset.

10 Analysis of net assets between funds

	Unre- stricted funds £	Restricted funds £	Total 2025 £	Unre- stricted funds £	Restricted funds £	Total 2024 £
Fixed assets	1,187	-	1,187	959	-	959
Current assets	124,008	43,423	167,431	175,610	43,446	219,056
Current liabilities	(12,852)	-	(12,852)	(15,416)	-	(15,416)
	<u>112,343</u>	<u>43,423</u>	<u>155,766</u>	<u>161,153</u>	<u>43,446</u>	<u>204,599</u>

11 Related parties

There have been no related party transactions during the year (2024: none).

DIVERSITY VOICE

England & Wales - Charity number 1162019

Accounts



Diversity Voice
culture & community

Charity registered in England and Wales: 1162019

Unaudited Annual Report and Financial Statements

For the year ended 31 March 2024

ALBERT GOODMAN LLP

Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
TA1 2PX

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Report of the Trustee

The Trustees present their annual report and financial statements for the year ended 31 March 2024.

Reference and Administrative Information

Charity Name	Diversity Voice
Charity Registration Number	1162019
Registered address	Victoria Park Community Centre Victoria Park Drive Bridgwater Somerset TA6 7AS

Trustees

Adrian Fawden	Chair of Board of Trustees – retired 31 March 2025
Louise Russ	Retired 11 September 2023
Sarah Payne	Secretary – retired 31 March 2025
Elizabeth Leavy	Retired 31 March 2025
Michael Lerry	Retired 31 March 2025
Andrew Ballard	Appointed 11 September 2023, retired 31 March 2025
The Community Council for Somerset (charity number 1069260)	Appointed 31 March 2025

Key Staff

Natalie Dyson	CEO (until 31 March 2025)
Anita Mosedale	Operations Manager (until 31 March 2025)

Independent Examiner

Michelle Ferris FCA
Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton TA1 2PX

Bankers

Barclays Bank Ltd
Taunton Branch

Email

admin@diversityvoice.org.uk

Website

www.diversityvoice.org.uk

Structure, Governance and Management

Governing Document

Diversity Voice was registered with the Charity Commission on 5th June 2015 and is constituted as a Charitable Incorporated Organisation (CIO). It has been operating since 1 August 2015.

Mission

The objects of Diversity Voice are to promote social inclusion for the public benefit by preventing people from becoming socially excluded or discriminated against, relieving the needs of those people who are socially excluded or discriminated against and assisting them to integrate into society.

Socially excluded' means being excluded from society, or part of society, as a result of any of the protected characteristics set out in the Equality Act 2010 (or any subsequent amendment, re-enactment, consolidation or replacement thereof), including, but not limited to, race, age, gender, disability, religion or belief, sexual orientation, gender reassignment, marriage or civil partnerships, pregnancy or maternity and caring responsibilities.

Recruitment and Appointment of Trustees

Louise Russ retired as a Trustee on 11 September 2023. Andrew Ballard was appointed as a Trustee on 11 September 2023. All other Trustees have served throughout the period, but all resigned on 31 March 2025, when The Community Council for Somerset became the sole trustee following an agreement to merge.

Organisational Structure

The Board of Trustees met on a quarterly basis and is responsible for the strategic direction and policy of the charity. A scheme of delegation is in place and the day to day responsibility for the charitable activities lies with the CEO.

Objectives and Activities

In planning our objectives each year we have regard to the Charities Commission general guidance on public benefit.

This was the Charity's first full year operating under its new charitable objects and saw a diversification of its traditional funding base in order to mitigate financial risk.

Our key objective over the course of financial year 2023-2024 was to ensure that we acted proactively to ensure the Charity's continued financial stability and resilience for the future, empowering the CEO and management team to begin dialogues with potential funding partners, and exploring various strategic options to diversify income streams.

This opened the dialogue to explore whether we might be better served transferring our work to a larger charity with similar objectives rather than further diversifying our funding base and charitable objects.

Over the course of 2024 it became clear that this was likely to be the most beneficial option for the clients we support and the preferred option for our trustees and funders alike.

Achievements and Performance

Our performance is measured in part through targets agreed with funders, and against the fulfilment of our wider objectives.

Despite the ongoing financial challenges faced by Somerset Council Diversity Voice managed to secure further funding to provide community English classes and an English club until August 2024.

Charis Refugees extended their funding of the Sedgemoor Welcome Hub, and the provision of Ukrainian Interpreters across all Welcome Hubs, to 31 March 2025. Diversity Voice widened its support of people arriving in the UK who are fleeing the trauma of war and oppression through its new Wellbeing Practitioner project. 3 (part time) Wellbeing Practitioners have been funded until 31 July 2025 via a sub-contract from Rethink Mental Illness with the ultimate funding coming from Somerset Council.

Diversity Voice continued to employ a Community Worker under the Open Mental Health Alliance Underserved Communities project. Working closely with Spark Somerset Diversity Voice acted as subject expert on the additional burdens and barriers faced by EAL people when attempting to access mental health services through the Open Mental Health Service, in line with their mission to ensure that “No door is the wrong door”.

Several Community workers continued to be employed to support resident EAL communities by providing advice, support, translation and interpretation services to members of those communities and thereby easing access to essential health and other services and improving health and wellbeing within those communities.

We were successful in being awarded a third tranche of HPC Community Funding, managed via Somerset Community Foundation, to extend our FLASH project for a further 12 months to October 2024.

Finally, we have been able to secure funding from new sources such as The Hilden Trust (unrestricted to October 2025), Bridgwater Town Council (for the Bridgwater Cultural Festival in June 2024) as well as one off donations from local companies, private individuals and the development of diversification of fundraising through online platforms such as Easyfundraising, Give as you Live and the use of QR codes for donations.

Delivery

The year saw the continuance of the Charity's traditional services with the ongoing arrival of refugee families from war torn Ukraine to the network of Welcome Hubs across Somerset, which had been established the previous year.

In addition, hundreds of people have been safely settled in the local community under the Afghan Locally Engaged Staff Ex Gratia scheme, Afghan Relocation and Assistance Policy and the Afghan Citizens Resettlement Scheme reaffirming the UK's ongoing commitment to refugee resettlement, which continues to be an important component of the UK's humanitarian response.

Whilst early 2024 brought the closure of many asylum hotels in other regions, the Home Office continued to send hundreds of asylum seekers to the Somerset area, who needed help to access local services, learn English and support with their mental health and wellbeing.

We continued to support Somerset based migrant workers in the NHS, private care sector and working in local factories and farming communities. In particular 2023-2024 saw the continuance of support services to mitigate the impact on local services of both the ongoing the Hinkley Point C construction project, and the announcement of the Gravity project to the north of Bridgwater. Our Community Engagement team helped hundreds of local people, for whom English is their second language, with access to GPs, dentists, advice services, housing, food vouchers, access to dentists, mental health and wellbeing support, CV writing, safeguarding concerns, benefits, employment and schooling.

Through our work as Board member of the Open Mental Health Alliance (Somerset) Diversity Voice has continued to raise awareness of the disproportionate impacts on health (both mental and physical) and welfare that EAL communities face. Our Underserved Communities project team have strived to ensure that barriers to accessing mental health and wellbeing support for EAL communities were removed.

Despite continued financial challenges (such as the loss of our key Linkworker contact and the ongoing financial restructuring of Somerset Council), we were able to build our core services such as:-

- **ESOL classes** for asylum seekers, refugees and migrant workers at various levels and locations, to remove barriers to integration and assist people to access services and support.
- **Community translation and interpreting services**
Translation and interpreting services were offered to individuals to ensure they had access to specialist help. Our multilingual team and a register of translators and interpreters delivered this service.
- **School and early years setting-based support for children and their families for whom English is a second language**
Our contract with Somerset Council to provide support for Polish children and families came to an end on 31 August 2023. However, we were able to

secure private contracts with primary and secondary schools across the region to continue our vital work to support children and their families who speak English as a second language. This service continued to receive excellent feedback.

- **Events to promote intercultural understanding and help settle people into the local community**

We organised highly successful events to engage people in understanding other cultures and the issues they face, most notably during Refugee Week 2023, EID celebrations, an extensive programme of cultural cooking events, Magic show for displaced children, debt/money management training; trauma training; craft events and wellbeing walks in nature. We received local press and TV coverage via our collaboration with Somerset Cricket Foundation on the OMAID cricket project for displaced women to enable them to participate in cricket. We also worked alongside various partner organisations to deliver an Open Mental Health roadshow for underserved communities, Mental Health Week programmes in conjunction with partners such as Mind in Somerset, Spark Somerset, SWEDA and support of multi faith communities at the Hinkley Point C construction site. Finally, the end of the financial year saw the commencement of the planning of the inaugural Bridgwater Cultural Festival (with funding from Bridgwater Town Council) alongside several local partner organisations.

- **Welfare and other advice delivered in home languages**

We continued to provide welfare and settlement advice service in a multitude of languages, offering advice and support in collaboration with partners such as Citizens Advice and Navigate, in relation to housing, benefits, domestic violence, employment and health matters.

- **Working with statutory and voluntary sector partners to share information to prevent exclusion and act as a bridge for those who might otherwise be prevented from accessing support and services.**

Acting as a bridge to enable access to others' services for those who might otherwise be excluded due to their language. We networked widely and improved our social media presence and website to maximise opportunities for information sharing about our own and others' services.

The settlement and language Linkworker support we offer in schools and early years settings for Polish children sadly came to an end on 31 August 2023. This much-valued service continued to receive excellent feedback, with over 97% regarding the service as excellent or very good.

Plans For Future Periods

The Charity's more immediate plans are to maintain existing services, whilst diversifying its income base via its commercial translation and interpreting, English classes and school support offering.

DIVERSITY VOICE REPORT OF THE TRUSTEE – YEAR ENDED 31 MARCH 2024

2023-2024 proved to be a watershed year for Diversity Voice with the period spent consolidating the financial position and assessing the ongoing future of the charity.

It became clear over the course of the year that, unless the charity was able to substantially diversify its income and be more sustainable, the most beneficial thing to do would be for the organisation to transfer its work to a larger charity with similar charitable objects. Diversity Voice entered into dialogue with a local charitable organisation (the Community Council for Somerset, charity number 1069260 – “CCS”) to explore the possibility of transferring all grants, contracts and staff to that organisation (subject to ongoing due diligence and agreement with relevant funders) by the end of Financial Year 2024-25.

After extensive discussions and with the approval of all of the trustees on the 1st April 2025 the existing trustees of Diversity Voice resigned and Community Council for Somerset became the sole corporate trustee of Diversity Voice with the intention of continuing the valued services provided by Diversity Voice under the umbrella of their organisation.

Funding Needs

The funding landscape has become increasingly challenging over the last 12 months, exacerbated by the cost-of-living crisis and greater competition for a smaller number of funding pots.

Whilst additional funding has been secured to replaced loss of the Linkworker and school’s contracts, competition for unrestricted funding has increased drastically.

We have prioritised key areas for funding in the coming financial year:

- Diversification of income by setting up a commercial EAL and ESOL offering to local school and the community to ensure DV is as self-sufficient as possible while the trustees and management team explore a potential merger or transfer of DV work
- Apply for continuation funding from CHARIS Refugees so that we can continue to provide wraparound support to asylum seekers, refugees and Ukrainian guests through our Welcome Hub and supply of Ukrainian interpreters
- Apply for new funding from Rethink Mental Illness to replace the Underserved Communities project (which comes to an end 31 March 2024)
- Identify further areas where we can work in partnership/collaboration with other VCSE organisations on funding bids to deliver joined up services.
- Generate additional core income through the commercialisation of our translation and interpreting service.
- Applying for more unrestricted funding to cover overheads and ensuring a buffer of 20% overheads is included as standard in all funding bids.

Financial review

The year saw a substantial growth in the charity's income and expenditure as a result of new funding initiatives and its repositioning from a charity supporting EAL speakers to a charity supporting people with any of the protected characteristics.

The charity received total income of £406,815 of which £236,058 was unrestricted. This represents an increase of 49% from the previous year. This was matched by a 36% increase in total expenditure, to £368,082, and recognised a total net surplus of £38,733. This surplus was after taking into consideration expenditure of £17,526 relating to funding received in the previous year and the charity showed a surplus of £12,813 on its unrestricted funding, with the reserves available to the charity at the end of the year being £204,599, £161,153 of which are unrestricted. This was a very good result when set against the backdrop of the loss of core funding.

Principal Funding Sources

During the year, the charity received its main income from the following sources:

- Hinkley Point C Community Impact Fund continuation funding (12 months, ending September 2024): support to mitigate the impact of the development of Hinkley Point
- Somerset Council (4 years, ending August 2023): support to Polish-speaking children and parents through the provision of interpreting and other services to schools and Children's Social Care. This funding has now ended.
- Commercial interpreting and language support services to schools who wanted to continue receiving our services after the Somerset Council funding of the service had ended.
- Charis (19 months continuation funding ending 31 March 2025) – Contract to provide welcome hubs for asylum seekers, refugees and Ukrainian guests living in Sedgemoor.
- Charis (19 months ending 31 March 2025) – Contract to provide Ukrainian interpreters to all welcome hubs across Somerset.
- Somerset Council (ongoing, but only confirmed to 30 September 2024): provision of English language training
- Open Mental Health Alliance (Lead Partner Rethink - ongoing) – a grant to build capacity within Diversity Voice to be able to contribute to Alliance and Open Mental Health development work.
- Open Mental Health Alliance (Lead Partner Rethink – ended 31 March 2024) – a grant to employ a community worker to assist EAL individuals to access mental health services. This funding has now ended.
- Open Mental Health Alliance (Lead Partner Rethink – 24 months ending 31 July 2025) – a grant to employ 3 part-time wellbeing practitioners to provide mental health support to refugees, asylum seekers and Ukrainian guests who have fled from conflict and violence.
- Open Mental Health Alliance (Lead Partner Rethink – ongoing) – a grant to employ an Equality, Diversity and Inclusion (EDI) Trainer and an EDI Consultant to provide training to all partners in the Open Mental Health Partnership regarding how to implement EDI best practise and to review partners' EDI policies and procedures to ensure that they follow best practise. This funding

DIVERSITY VOICE

REPORT OF THE TRUSTEE – YEAR ENDED 31 MARCH 2024

also includes the provision of interpreters from Diversity Voice to all Open Mental Health partners to ensure that clients are not prevented from accessing mental health services due to language barriers.

We generated additional income from our commercial translation and interpreting service and also from donations.

Investment Policy

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent on the charitable objects in the short term so there are few funds available for long term investment.

Reserve Policy

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, and its plans for future growth. It has established a policy whereby the unrestricted funds should be approximately equivalent to 3 months core expenditure plus committed future expenditure.

Trustees are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding. The charity is currently experiencing a period of growth and the charity's average 3 monthly ongoing cost of running the organisation has consequently risen to some £90,000. The present level of free reserves available to the charity of £160,194 is therefore comfortably above the target level, but is not currently considered excessive, due to the prospect of not only continued growth but also the potential loss of some funding sources from 31 March 2025.

Trustee responsibility in relation to the financial statements

The trustee is responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustee is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

DIVERSITY VOICE
REPORT OF THE TRUSTEE – YEAR ENDED 31 MARCH 2024

The trustee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. 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.

The trustee is responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP FRS 102 – effective 1 January 2019)

Approved by the corporate Trustee on

and signed on their behalf by:

Gary Francis

On behalf of The Community Council for Somerset

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF DIVERSITY VOICE – YEAR ENDED 31 MARCH 2024

I report to the trustee on my examination of the accounts for Diversity Voice (“the charity”) for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity trustee of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (“the 2011 Act”).

I report in respect of my examination of the charity’s accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner’s statement

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

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a “true and fair view” which is not a matter considered as part of an independent examination.

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

.....
Michelle Ferris BSc (Hons) FCA DChA
For and on behalf of Albert Goodman LLP
Chartered Accountants

Date:.....

Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

DIVERSITY VOICE
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

Total Funds

		2024	2024	2024	2023	2023	2023
		UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	Note	£	£	£	£	£	£
INCOME FROM							
DONATIONS	2	934	0	934	895	0	895
CHARITABLE ACTIVITIES	3	235,124	170,757	405,881	192,712	78,781	271,493
TOTAL INCOME		236,058	170,757	406,815	193,607	78,781	272,388
EXPENDITURE							
CHARITABLE ACTIVITIES	4	222,558	145,524	368,082	171,436	98,870	270,306
TOTAL EXPENDITURE		222,558	145,524	368,082	171,436	98,870	270,306
NET INCOME / (DEFICIT) FOR YEAR							
		13,500	25,233	38,733	22,171	-20,089	2,082
TRANSFERS BETWEEN FUNDS		-687	687	0	-2,048	2,048	0
NET MOVEMENT IN FUNDS		12,813	25,920	38,733	20,123	-18,041	2,082
TOTAL FUNDS BROUGHT FORWARD							
		148,340	17,526	165,866	128,217	35,567	163,784
TOTAL FUNDS CARRIED FORWARD	11	161,153	43,446	204,599	148,340	17,526	165,866

DIVERSITY VOICE
BALANCE SHEET – AS AT 31 MARCH 2024
CHARITY REGISTRATION NUMBER 1162019

		31 March 2024	31 March 2023
	Note	£	£
FIXED ASSETS			
Tangible Assets	6	959	2,877
CURRENT ASSETS			
Debtors	7	72,571	49,368
Cash at bank and in hand	8	146,485	128,990
TOTAL CURRENT ASSETS		219,056	178,358
CREDITORS: Amounts falling due within one year	9	(15,416)	(15,369)
NET CURRENT ASSETS		<u>203,640</u>	<u>162,989</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>204,599</u>	<u>165,866</u>
NET ASSETS		<u>204,599</u>	<u>165,866</u>
FUNDS			
Restricted Funds		43,446	17,526
Unrestricted Funds		<u>161,153</u>	<u>148,340</u>
TOTAL FUNDS	10	<u>204,599</u>	<u>165,866</u>

The notes on pages 13 to 20 form part of these accounts.

Approved by the Trustee on 2025 and signed on their behalf by:

Gary Francis
On behalf of The Community Council for Somerset

1. ACCOUNTING POLICIES

General information and basis of accounting

These accounts have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP FRS 102), effective 1 January 2019, and the 2011 Charities Act and applicable UK Accounting Standards and the principal accounting policies adopted in the preparation of the financial statements are set out below.

The charity meets the definition of public benefit under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- the Trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Income with related expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grants and Donations

Grants and donations are included in the SoFA once they have been received, or once any conditions to which a grant is subject have been fulfilled.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when received.

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Assets

Tangible Fixed Assets for use by the Charity These are capitalised if they can be used for more than one year, and cost at least £200. They are valued at cost or, if gifted, at the value to the Charity on receipt

Depreciation

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

IT Equipment – 3 years straight line

Office Equipment – 4 years straight line

Debtors

Trade and other debtors are recognised at the settlement amount due and prepayments are valued at the amount prepaid.

Cash at bank and in hand

Cash at bank and in hand comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

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

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. The charity is not VAT registered and therefore VAT on expenses is charged against the category of resources expended for which it was incurred.

Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Amounts received for restricted purposes are treated as separate funds in the financial statements.

Financial Instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2024

2. VOLUNTARY INCOME

	2024	2024	2024	2023	2023	2023
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Donations	934	0	934	895	0	895

3. CHARITABLE ACTIVITIES INCOME

	2024	2024	2024	2023	2023	2023
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Welcome Hubs (Charis)	86,904	0	86,904	57,581	0	57,581
Open Mental Health - Wellbeing Practitioners (Rethink)	0	50,529	50,529	0	0	0
Hinkley Community Fund - FLASH	0	45,910	45,910	0	40,000	40,000
Somerset Council (SCC) Linkworker Project *	43,788	0	43,788	113,715	0	113,715
Other Translation services	35,016	0	35,016	8,192	0	8,192
Ukraine Interpreters (Charis)	52,481	0	52,481	0	0	0
Open Mental Health - Underserved Communities (Rethink)	0	29,480	29,480	0	20,781	20,781
Open Mental Health - EDI Consultancy (Rethink)	0	19,338	19,338	0	0	0
Somerset Council - Community English Classes *	16,935	0	16,935	12,224	0	12,224
Open Mental Health Partnership (Rethink)	0	15,300	15,300	0	15,000	15,000
Hilden Trust	0	7,000	7,000	0	0	0
Carers Project (CCS)	0	1,200	1,200	0	0	0
Wessex Water	0	0	0	0	3,000	3,000
NHS Advice Services	0	0	0	1,000	0	1,000
Asylum Seeker Wellbeing Activities (Spark)	0	2,000	2,000	0	0	0
	235,124	170,757	405,881	192,712	78,781	271,493

* denotes government grants

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2024

4. CHARITABLE EXPENDITURE

	2024	2024	2024	2023	2023	2023
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Payroll Costs	168,823	119,483	288,306	123,372	92,001	215,373
Other Staff Costs	13,369	2,928	16,297	16,402	648	17,050
Office Expenses	17,891	9,413	27,304	17,044	4,239	21,283
Premises Costs	16,612	3,577	20,189	12,808	1,457	14,265
Cultural Events	2,898	1,100	3,998	842	53	895
Governance Costs	2,965	9,023	11,988	770	472	1,242
Other	0	0	0	198	0	198
	<u>222,558</u>	<u>145,524</u>	<u>368,082</u>	<u>171,436</u>	<u>98,870</u>	<u>270,306</u>

Included within governance costs:

	2024	2023
	£	£
Independent Examiner's Fee	<u>1,200</u>	<u>996</u>
	<u>1,200</u>	<u>996</u>

5. STAFF COSTS

The aggregate payroll costs were:

	2024	2023
	TOTAL	TOTAL
	£	£
Wages and Salaries	261,337	189,064
Social Security Costs	10,708	5,606
Pension Costs	5,828	3,824
Freelance Workers	10,433	16,878
	<u>288,306</u>	<u>215,372</u>

DIVERSITY VOICE**NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2024**

The average number of staff employed during the year was 20 (2023: 15 staff), and no employees received employee benefits of more than £60,000 (2023: none) The Trustee considers the Chief Executive Officer and Operations Manager to be key management of the charity. The total costs to the charity of employee benefits for key management personnel were £64,245 (2023: £48,557).

No Trustees received any remuneration during the year (2023: none).

Louise Russ retired from the Board of Trustees in September 2023 and was employed as a Consultant from January 2024.

There have been no other related party transactions during the year (2023: none).

6. TANGIBLE FIXED ASSETS

	Office Equipment £	IT Equipment £	Total £
COST			
At 1 April 2023	813	14,998	15,811
Additions	-	-	-
At 31 March 2024	813	14,998	15,811
DEPRECIATION			
At 1 April 2023	800	12,134	12,934
Charge for the year	13	1,905	1,918
	813	14,039	14,852
NET BOOK VALUE			
At 31 March 2024	-	959	959
At 31 March 2023	13	2,864	2,877

7. DEBTORS

	2024 £	2023 £
Prepayments	2,372	3,700
Other debtors	57,388	45,668
Accrued income	12,811	-
	59,488	49,368

8. CASH AT BANK AND IN HAND

	2024 £	2023 £
Barclays Current Account	146,485	128,990

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2024

9. CREDITORS: Amounts falling due within one year

	2024 £	2023 £
Accruals	6,397	1,200
Deferred Income	7,840	5,175
Other Creditors	1,179	8,994
	<u>15,416</u>	<u>15,369</u>

£7,840 (2023: £5,175) was received from Somerset Council, but this amount has been deferred at the year end, because Diversity Voice does not become entitled to the funding until the contracted service has been provided.

10. FUNDS

	Movement in Resources				
	Balance at 1 Apr 2023 £	Incoming £	Outgoing £	Transfer £	Balance at 31 Mar 2024 £
Restricted Funds					
Hinkey Point Community Fund	6,923	45,910	-37,186	0	15,647
Reaches - SCC*	3,608	0	-3,624	16	0
Open Mental Health - Wellbeing Practitioners	0	52,529	-39,183	0	13,346
Open Mental Health - Underserved Communities	0	29,377	-30,041	664	0
Open Mental Health - EDI Consultancy	0	19,670	-13,038	0	6,632
Open Mental Health - Partnership Board	4,120	15,071	-17,075	0	2,116
Hilden Trust	0	7,000	-2,495	0	4,505
Carers Project (CCS)	0	1,200	0	0	1,200
Wessex Water	2,875	0	-2,882	7	0
Total Restricted Funds	<u>17,526</u>	<u>170,757</u>	<u>-145,524</u>	<u>687</u>	<u>43,446</u>
Unrestricted Funds	148,340	236,058	-222,558	-687	161,153
	<u>165,866</u>	<u>406,815</u>	<u>-368,082</u>	<u>0</u>	<u>204,599</u>

10. FUNDS (continued)

Previous Year Funds	Movement in Resources					Balance at 31 Mar 2023 £
	Balance at 1 Apr 2022	Incoming	Outgoing	Transfer		
	£	£	£	£		
Restricted Funds						
Hinkley Point Community Fund	2,009	40,000	-	35,086	-	6,923
Reaches - SCC*	28,797	-	-	25,189	-	3,608
Open Mental Health - Underserved Communities	-	20,781	-	22,829	2,048	-
Open Mental Health - Partnership Board	4,761	15,000	-	15,641	-	4,120
Wessex water	-	3,000	-	125	-	2,875
Total Restricted Funds	35,567	78,781	-	98,870	2,048	17,526
Unrestricted Funds	128,217	193,607	-	171,436	-	148,340
	163,784	272,388	-	270,306	-	165,866

HINKLEY POINT COMMUNITY FUND

Diversity Voice received restricted funding from the Hinkley Point C Community Fund towards the employment of a community worker to provide EAL (English as an additional language) individuals, families, households and communities with information, advice, help, translation services and language support that they may need.

OPEN MENTAL HEALTH – WELLBEING PRACTITIONERS

Diversity Voice received restricted funding from Rethink in order to employ 3 part-time wellbeing practitioners to provide mental health support to refugees, asylum seekers and Ukrainian guests who have fled from conflict and violence.

OPEN MENTAL HEALTH – UNDERSERVED COMMUNITIES

Diversity Voice received restricted funding from Rethink in order to employ a community worker to assist EAL individuals to access the services they need to improve their mental wellbeing.

OPEN MENTAL HEALTH – EDI CONSULTANCY

Diversity Voice received restricted funding from Rethink in order to employ an Equality, Diversity and Inclusion (EDI) Trainer and an EDI Consultant to provide training to all partners in the Open Mental Health Partnership regarding how to implement EDI best practise and to review partners' EDI policies and procedures to ensure that they follow best practise. This funding also includes the provision of interpreters from Diversity Voice to all Open Mental Health partners to ensure that clients are not prevented from accessing mental health services due to language barriers.

OPEN MENTAL HEALTH – PARTNERSHIP BOARD

Diversity Voice received restricted funding from Rethink in order to attend the “Open Mental Health” programme Board meetings and influence the development of services for EAL community members, in order to help ensure that barriers to mental health services are recognised and effectively mitigated.

HILDEN TRUST

Diversity Voice received a restricted funding grant of £7,000 from the Hilden Trust towards core salary, running and management costs and venue hire.

COMMUNITY COUNCIL FOR SOMERSET

Diversity Voice received a grant of £1,200 to fund a pilot project to set up a series of events and a peer support group to support the wellbeing of refugees, asylum seekers and other displaced people who are themselves carers for adults with a mental health condition.

WESSEX WATER

Diversity Voice received a grant to provide financial capability support and training to EAL communities

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2024	2024	2024	2023	2023	2023
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Tangible Assets	959	0	959	1,471	1,407	2,878
Net Current Assets	160,194	43,446	203,640	146,869	16,119	162,988
Total Funds	161,153	43,446	204,599	148,340	17,526	165,866

12. EVENTS AFTER THE REPORTING DATE

On 31 March 2025, an agreement was signed to enact a merger with The Community Council for Somerset, a charity registered in England and Wales number 1069260. In enacting the merger, The Community Council for Somerset became the sole corporate member and trustee of the charity (as disclosed in the Trustees Report). The charity will continue to operate in the same way as currently, with The Community Council for Somerset controlling the charity with effect from 1 April 2025.

DIVERSITY VOICE

England & Wales - Charity number 1162019

Accounts



Diversity Voice
culture & community

Charity registered in England and Wales: 1162019

Unaudited Annual Report and Financial Statements

For the year ended 31 March 2023

ALBERT GOODMAN LLP

Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
TA1 2PX

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Report of the Trustees

The Trustees present their annual report and financial statements for the year ended 31 March 2023.

Reference and Administrative Information

Charity Name	Diversity Voice
Charity Registration Number	1162019
Registered address	Victoria Park Community Centre Victoria Park Drive Bridgwater Somerset TA6 7AS

Trustees

Adrian Fawden	Chair of Board of Trustees
Louise Russ	Treasurer
Sarah Payne	Secretary
Elizabeth Leavy	
Michael Lerry	

Key Staff

Amy Jones	Acting CEO – ended 30 June 2022
Natalie Dyson	CEO – Appointed 1 September 2022
Anita Mosedale	Operations Manager

Independent Examiner

Michelle Ferris FCA
Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton TA1 2PX

Bankers

Barclays Bank Ltd
Taunton Branch

Email

admin@diversityvoice.org.uk

Website

www.diversityvoice.org.uk

Structure, Governance and Management

Governing Document

Diversity Voice was registered with the Charity Commission on 5th June 2015 and is constituted as a Charitable Incorporated Organisation (CIO). It has been operating since 1 August 2015.

Mission

The objects of the charity are to promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. Our focus is those who may be excluded because their first language is not English.

We work mainly in Somerset, where linguistically diverse communities comprise mainly migrants to the UK, many of whom are from EU countries. However, we support migrants and other minority cultural communities from all over the world.

We champion intercultural understanding and offer support and services which help to overcome barriers faced by migrants and other minority cultural communities.

Recruitment and Appointment of Trustees

There are 5 trustees, all of whom have been members of the Board of Trustees throughout the period.

The Board of Trustees appoint between 3 and 8 trustees by a resolution at a convened meeting. Trustees are appointed for a term of 3 years and may serve for 3 terms. Trustees may be re-appointed after an interval of at least 1 year.

Organisational Structure

The Board of Trustees meets on a quarterly basis and is responsible for the strategic direction and policy of the charity. A scheme of delegation is in place and the day to day responsibility for the charitable activities lies with the CEO.

Objectives and Activities

In planning our objectives each year we have regard to the Charities Commission general guidance on public benefit.

This year finally saw a return to a new normal post-pandemic, but the new normal was anything but, because the war in the Ukraine led to a large influx of already traumatised Ukrainian families, the cost-of-living crisis affected EAL families disproportionately, and the increased workforce at Hinkley Point added additional pressures to already stretched public services. The Home Office's decision to house asylum seekers in hotels led to the arrival of a large group of asylum seekers who needed support in order to access local services and English classes to help them to engage with those services.

As a consequence of these major changes to our landscape, Diversity Voice have stepped up and acted proactively and resiliently to ensure that their objectives respond to the fast-changing environment.

Our key objectives leading into the year were:

- to fulfil the requirements of our funded work to benefit those we support
- to diversify our funding base to mitigate risk
- to raise awareness of the disproportionate impacts on health (both mental and physical) and welfare that EAL communities continued to suffer as a result of the pandemic

Despite the enormous changes to our landscape that we have witnessed this year, we have also continued our existing services, including

- **Neighbourhood-based English language lessons**
Language is a key barrier to integration, social opportunity and service access and continued to be a focus.
- **Community translation and interpreting services**
Translation and interpreting services were offered to individuals to ensure they had access to specialist help. Our multilingual team and a register of translators and interpreters delivered this service.
- **School and early years setting-based support for children and their families who speak Polish as a home language**
Our much-valued service to support children and their families who speak Polish as a first language continued to receive excellent feedback. Staff working on this service act as a bridge between parents and schools and early years settings and provide in-class interpreting and direct support to encourage language development. Parents were able to access our targeted language support and wider support services. Under this contract we also provided translation and interpreting services for Child Social Services. This service is provided under a contract with Somerset County Council (now Somerset Council) and will end on 31 August 2023.
- **Events to promote intercultural understanding**
We organised and took part in events to engage people in understanding other cultures and the issues they face.
- **Immigration advice for applicants to the EU Settlement Scheme**
Although the Scheme is now closed to new applicants and we are no longer funded by the Home Office, we continued to provide support to EU citizens where needed, to ensure that they were able to fulfill the administrative requirements of the Scheme (e.g registration of new passports, or applications to change status from Pre-Settled to Settled) and maintain their rights to live and work in the UK. Our support was offered by our multilingual OISC-registered advisers, with support if needed from our registered interpreters.
- **Welfare and other advice delivered in home languages**
Our welfare and settlement advice service was made available in all requested language. We offered help to meet a wide range of needs including those related to housing, benefits, domestic violence, employment and health matters, as well as helping to enhance cultural understanding. This support was often offered in partnership with Citizens Advice offices across the County.
- **Working with statutory and voluntary sector partners to share information to prevent exclusion and act as a bridge for those who might otherwise be prevented from accessing support and services.**
Networking with voluntary and statutory organisations is essential for the

effective delivery of many of our services. We act as a bridge to enable access to others' services for those who might otherwise be excluded due to their language. We also seek to inform and influence, for example by dispelling myths and challenging assumptions and tropes. We networked widely and improved our social media presence and website to maximise opportunities for information sharing about our own and others' services.

Achievements and Performance

Our performance is measured in part through targets agreed with funders, and against the fulfilment of our wider objectives.

Delivery

As a consequence of the major changes to our landscape, Diversity Voice have stepped up and acted proactively and resiliently to provide the additional services required in a fast-changing environment

- We have provided welcome hubs for refugees, asylum seekers and Ukrainian guests across Sedgemoor. Running three times a week our clients can access local services, help, advice, interpretation, financial capability training, English classes and cultural pursuits, all in a welcoming and friendly environment
- We have provided Ukrainian interpreters to attend the welcome hubs across the whole of Somerset
- We have provided English classes and interpretation support at the hotel housing asylum seekers
- We have provided additional support to those suffering from poor mental health to help them to access mental health services
- We are supporting displaced people from around the world who are being settled into the local Somerset community

The departure of our previous CEO in December 2021 left a huge gap but we were able to secure the services of Amy Jones, CEO of Citizens Advice Sedgemoor on a part time basis to assist us until we were able to complete the recruitment of a new CEO. We were extremely pleased to welcome our new CEO Natalie Dyson in September 2022 and she certainly hit the ground running.

Our work advising clients on the EU Settlement Scheme had more or less come to an end by the end of our financial year following the end of the scheme deadline.

We saw a huge surge in enquiries for support with a wide range of enquiries under the Ukraine Family Visa and Homes for Ukraine scheme, both from Ukrainian nationals and UK based sponsors. More recently we have been working to support displaced people from over 25 countries, speaking 14 different languages, resident in a local asylum hotel and those who have been settled into the local community.

Enquiries continue to increase from third party VCSE organisations, local government, NHS and private individuals for help and support on a huge range of issues from housing, benefits, food vouchers, access to dental treatment, mental health and

DIVERSITY VOICE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023

wellbeing support, access to healthcare, CV writing, employment issues, schooling, safeguarding concerns and sponsor breakdowns

The settlement and language Linkworker support we offer in schools and early years settings continued for Polish children in early years and primary school settings across the County. This much-valued service continued to receive excellent feedback, with over 97% regarding the service as excellent or very good. We also provided an interpretation and translation service to the Childrens' Social Care department of Somerset County Council. Sadly Somerset Council have indicated that this contract, which ends in August 2023, will not be renewed.

We held or contributed to a number of very well attended community events during the year including our Christmas children's party, complete with Santa, his grotto and elves for around 80 local displaced children; Christmas fair; a Jobs Fair with 24 exhibitors and over 90 attendees; talks on housing and benefits; debt/money management training; trauma training; craft events (willow, photography, quilling); wellbeing walks in nature and a Open Mental Health roadshow (translated into Ukrainian).

Plans For Future Periods

Our immediate plans for the benefit of our community relate to maintaining the services we currently provide and diversifying our offering to include all the protected characteristics under the Equalities Acts. However, we recognise that we are working in a time of change and multiple influences.

Influences

This is a time for the charity to manage change, as multiple fundamental changes to our beneficiary cohort, the challenges they face, and the charity's funding environment, have emerged at the same time:

- The increase in refugees fleeing from conflict and arriving in Somerset, not only from the Ukraine, but also displaced people and asylum seekers arriving both in the local community and being placed in hotel settings from many other countries including Syria, Iran, Iraq, Kurdistan and Afghanistan.
- The ongoing after-effects of the pandemic which disproportionately affect the groups we support.
- The cost-of-living crisis which disproportionally affects the groups we support together with the resulting squeeze on budgets and grant funding which have an adverse effect on available potential funding pots
- A need for the organisation to move away from being wholly reliant on funding from smaller grant funding pots, to become more financially independent with sustainable alternate sources of income
- The need to manage, and communicate to our communities, the effects of the significant changes in points of access to local government services in Somerset due to the merger between the County and District Councils (and their services) who combine to form a Unitary Authority in April 2023.
- We operate in an area where there is an influence which is different to national trends. The development of Hinkley Point C Power Station has provided work for thousands of people, many of whom are from other countries. The site had

DIVERSITY VOICE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023

an expected workforce of 8,500 people by the end of 2022, with around half of the new workers expected to come from other countries.

- The social, demographic, and economic effects of COVID19, the war in Ukraine and highly volatile energy prices against a backdrop of political uncertainty into 2024

We see this time of change as a positive opportunity to influence service delivery, and are confident that we understand needs over the coming year, during which we expect to see increasing demand for our existing services, and fresh demand for new services including a surge in demand in the equality, diversity and inclusion space. We recognise though, that there is a need to remain agile and responsive to emerging changes.

Funding Needs

The trustees are mindful of the fact that the funding situation at the end of the year was far from ideal, not least because the funding available from the local authority has remained unclear for the duration of their reorganisation to a unitary authority, and we have only recently been informed that our main core funding from Somerset Council will not be renewed after September 2023.

We have however already secured funding for the coming year including:

- To maintain our Community English Classes and English Club until August 2024.
- To widen our hubs support to provide therapists to help mitigate the trauma felt by those of our cohort who have fled from war and oppression.
- To continue to be a key partner in the Open Mental Health Alliance (Somerset), and a subject expert on the additional burdens and barriers faced by EAL people when attempting to access mental health services.
- To continue to employ a Community Worker to support EAL people to access mental health services through the Open Mental Health Service, in line with their mission to ensure that “No door is the wrong door”.
- To continue to employ Community workers to support resident EAL communities by providing advice, support, translation and interpretation services to members of those communities and thereby easing access to essential health and other services and improving health and wellbeing within those communities.

We have prioritised 6 key areas for funding in the coming year:

- Diversification of income by setting up a commercial “EDI Training” offering, with an objective to make Diversity Voice self-sustainable within 3 years.
- To respond to Somerset Council’s withdrawal of our core funding from September 2023 and apply for 3-year funding to support our core needs in the transition to self-sustainability. Although we have been successful in diversifying income this year, much of this funding is restricted.
- Apply for continuation funding from CHARIS so that we can continue to provide wraparound support to asylum seekers, refugees and Ukrainian guests

DIVERSITY VOICE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023

- Apply for continuation funding from the Hinkley Community Fund, for support of our resident EAL communities who have been impacted by the building of Hinkley Point C.
- Identify further areas where we can work in partnership with other VCSE organisations to deliver services.
- Generate additional core income through the commercialisation of our translation and interpreting service.

Financial review

The year saw a continued financial recovery after the challenges of the pandemic years.

The charity received total income of £272,388 of which £193,607 was unrestricted. This represents an increase of 20% from the previous year. This was matched by a 20% increase in total expenditure, to £270,306, and recognised a total net surplus of £2,082. This surplus was after taking into consideration expenditure of £31,960 relating to funding received in the previous year and the charity showed a surplus of £20,123 on its unrestricted funding, with the reserves available to the charity at the end of the year being £165,866, £148,340 of which are unrestricted. Although this year was financially successful, this is against a backdrop of the potential (now realised) loss of core funding.

Principal Funding Sources

During the year, the charity received its main income from the following sources:

- Hinkley Point C Community Impact Fund (18 months, ending September 2023): support to mitigate the impact of the development of Hinkley Point
- Somerset Council (4 years, ending August 2023): support to Polish-speaking children and parents through the provision of interpreting and other services.
- Charis (12 months ending 31 August 2023) – Contract to provide wraparound support to asylum seekers, refugees and Ukrainian guests.
- Somerset Council (ongoing, confirmed to 30 September 2024): provision of English language training
- Open Mental Health Alliance (Lead Partner Rethink - ongoing) – a grant to build capacity within Diversity Voice to be able to contribute to Alliance and Open Mental Health development work
- Open Mental Health Alliance (Lead Partner Rethink – ongoing) – a grant to employ a community worker to assist EAL individuals to access mental health services
- Wessex Water – a grant to provide financial capability support to EAL communities

We were awarded other small local authority and other funding grants and generated additional income from our commercial translation and interpreting service and also from donations.

Investment Policy

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent on the charitable objects in the short term so there are few funds available for long term investment.

Reserve Policy

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, and its plans for future growth. It has established a policy whereby the unrestricted funds should be approximately equivalent to 3 months core expenditure plus committed future expenditure.

Trustees are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding. The charity's average 3 monthly ongoing cost of running the organisation is currently some £50,000. The present level of free reserves available to the charity of £145,463 is therefore comfortably above the target level, but is not currently considered excessive, due to the immediate prospect of the loss of core funding from September 2023.

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. 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.

DIVERSITY VOICE
FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP FRS 102 – effective 1 January 2019)

Approved by the Trustees on 11th September 2023 and signed on their behalf by:

A handwritten signature in black ink, appearing to be 'AF', with a long horizontal stroke extending to the right.

Adrian Fawden
Chair and Trustee

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF DIVERSITY VOICE – YEAR ENDED 31 MARCH 2023

I report to the trustees on my examination of the accounts for Diversity Voice ("the charity") for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a "true and fair view" which is not a matter considered as part of an independent examination.

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



Michelle Ferris FCA
Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton TA1 2PX

Date: 16/01/2024

DIVERSITY VOICE
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

Total Funds						
		2023	2023	2023	2022	2022
		UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED
	Note	£	£	£	£	£
INCOME FROM						
Donations	2	895	0	895	0	0
CHARITABLE ACTIVITIES	3	192,712	78,781	271,493	174,771	50,618
TOTAL INCOME		193,607	78,781	272,388	174,771	50,618
EXPENDITURE						
CHARITABLE ACTIVITIES	4	171,436	98,870	270,306	122,923	101,401
TOTAL EXPENDITURE		171,436	98,870	270,306	122,923	101,401
NET INCOME / (DEFICIT) FOR YEAR						
TRANSFERS BETWEEN FUNDS		22,171	(20,089)	2,082	51,848	(50,783)
		(2,048)	2,048	0	(628)	628
NET MOVEMENT IN FUNDS		20,123	(18,041)	2,082	51,220	(50,155)
TOTAL FUNDS BROUGHT FORWARD		128,217	35,567	163,784	76,997	85,722
TOTAL FUNDS CARRIED FORWARD	10	148,340	17,526	165,866	128,217	35,567

DIVERSITY VOICE
BALANCE SHEET – AS AT 31 MARCH 2023
CHARITY REGISTRATION NUMBER 1162019

		31 March 2023	31 March 2022
	Note	£	£
FIXED ASSETS			
Tangible Assets	6	2,877	4,039
CURRENT ASSETS			
Debtors	7	49,368	34,064
Cash at bank and in hand	8	128,990	132,930
TOTAL CURRENT ASSETS		178,358	166,994
CREDITORS: Amounts falling due within one year	9	(15,369)	(7,249)
NET CURRENT ASSETS		<u>162,989</u>	<u>159,744</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>165,866</u>	<u>163,784</u>
NET ASSETS		<u>165,866</u>	<u>163,784</u>
FUNDS			
Restricted Funds		17,526	35,567
Unrestricted Funds		<u>148,340</u>	<u>128,217</u>
TOTAL FUNDS	10	<u>165,866</u>	<u>163,784</u>

The notes on pages 13 to 20 form part of these accounts.

Approved by the Trustees on 11th September 2023 and signed on their behalf by:



Adrian Fawden
Chair and Trustee

1. ACCOUNTING POLICIES

General information and basis of accounting

These accounts have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP FRS 102), effective 1 January 2019, and the 2011 Charities Act and applicable UK Accounting Standards and the principal accounting policies adopted in the preparation of the financial statements are set out below.

The charity meets the definition of public benefit under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- the Trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Income with related expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grants and Donations

Grants and donations are included in the SoFA once they have been received, or once any conditions to which a grant is subject have been fulfilled.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when received.

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Assets

Tangible Fixed Assets for use by the Charity These are capitalised if they can be used for more than one year, and cost at least £200. They are valued at cost or, if gifted, at the value to the Charity on receipt

Depreciation

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

IT Equipment – 3 years straight line

Office Equipment – 4 years straight line

Debtors

Trade and other debtors are recognised at the settlement amount due and prepayments are valued at the amount prepaid.

Cash at bank and in hand

Cash at bank and in hand comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

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

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. The charity is not VAT registered and therefore VAT on expenses is charged against the category of resources expended for which it was incurred.

Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Amounts received for restricted purposes are treated as separate funds in the financial statements.

Financial Instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument

Going Concern

The Trustees have reviewed the position of the charity and considered events during the year and since the year end that may have an impact on the charity's ability to continue to operate. No such events have been identified and there are no material uncertainties about the charity's ability to continue. As such, the accounts have been prepared on the basis that the charity is a going concern.

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023

2. VOLUNTARY INCOME

	2023	2023	2023	2022	2022	2022
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Donations	895	-	895	-	-	-

3. CHARITABLE ACTIVITIES INCOME

	2023	2023	2023	2022	2,022	2022
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Somerset County Council (SCC) Linkworker Project *	113,715	-	113,715	117,108	-	117,108
Ukraine Welcome Hubs (Charis)	57,581	-	57,581	-	-	-
Hinkley Community Fund - FLASH	-	40,000	40,000	-	-	-
SDC - Community English Classes *	12,224	-	12,224	12,723	-	12,723
Open Mental Health - Underserved Communities (Rethink)	-	20,781	20,781	-	-	-
Open Mental Health - Partnership (Rethink)	-	15,000	15,000	-	10,668	10,668
Other Translation services	8,192	-	8,192	9,951	-	9,951
Other Advice Services	1,000	-	1,000	6,200	-	6,200
Wessex Water	-	3,000	3,000	-	-	-
SCC REACHES	-	-	-	-	30,000	30,000
SCC Parents Project	-	-	-	9,380	-	9,380
SCC EUSS Support *	-	-	-	19,005	-	19,005
SCC LF TEST*	-	-	-	-	6,250	6,250
National Emergencies Trust	-	-	-	-	3,700	3,700
Commercial Cultural Services	-	-	-	404	-	404
	192,712	78,781	271,493	174,771	50,618	225,389

* denotes government grants

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023

4. CHARITABLE EXPENDITURE

	2023	2023	2023	2022	2022	2022
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Payroll Costs	123,372	92,001	215,373	98,800	89,208	188,008
Other Staff Costs	16,402	648	17,050	12,026	1,789	13,815
Office Expenses	17,044	4,239	21,283	8,334	4,345	12,679
Premises Costs	12,808	1,457	14,265	3,051	4,494	7,545
Cultural Events	842	53	895	211	1,057	1,268
Governance Costs	770	472	1,242	392	508	900
Other	198	-	198	109	-	109
	<u>171,436</u>	<u>98,870</u>	<u>270,306</u>	<u>122,923</u>	<u>101,401</u>	<u>224,324</u>

Included within governance costs:

	2023	2022
	£	£
Independent Examiner's Fee	996	900
	<u>996</u>	<u>900</u>

5. STAFF COSTS

The aggregate payroll costs were:

	2023	2022
	TOTAL	TOTAL
	£	£
Wages and Salaries	189,065	157,509
Social Security Costs	5,606	5,301
Pension Costs	3,824	3,580
Freelance Workers	16,878	21,618
	<u>215,373</u>	<u>188,008</u>

DIVERSITY VOICE**NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023**

The average number of staff employed during the year was 15 (2022: 9 staff), and no employees received employee benefits of more than £60,000 (2022: none) The Trustees consider the Chief Executive Officer and Operations Manager to be key management of the charity. The total costs to the charity of employee benefits for key management personnel were £48,557 (2022: £59,980).

No Trustees received any remuneration during the year (2022: none).

There have been no related party transactions during the year (2022: none).

6. TANGIBLE FIXED ASSETS

	Office Equipment £	IT Equipment £	Total £
COST			
At 1 April 2022	813	13,472	14,285
Additions	0	1,526	1,526
At 31 March 2023	813	14,998	15,811
DEPRECIATION			
At 1 April 2022	685	9,561	10,246
Charge for the year	115	2,573	2,688
	800	12,134	12,934
NET BOOK VALUE			
At 31 March 2023	13	2,864	2,877
At 31 March 2022	128	3,911	4,039

7. DEBTORS

	2023 £	2022 £
Prepayments	3,700	2,116
Other debtors	45,668	31,948
	49,368	34,064

8. CASH AT BANK AND IN HAND

	2023 £	2022 £
Barclays Current Account	128,990	132,930

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023
9. CREDITORS: Amounts falling due within one year

	2023	2022
	£	£
Accruals	1,200	1,150
HMRC	0	0
Deferred Income	5,175	5,175
Other Creditors	8,994	924
	<u>15,369</u>	<u>7,249</u>

£5,175 (2022: £5,175) was received from Sedgemoor District Council, but these amounts have been deferred at the year end, because Diversity Voice does not become entitled to the funding until the contracted service has been provided.

10. FUNDS

	Movement in Resources				
	Balance at 1 Apr 2022	Incoming	Outgoing	Transfer	Balance at 31 Mar 2023
	£	£	£	£	£
Restricted Funds					
Hinkey Point Community Fund	2,009	40,000	(35,086)	0	6,923
Reaches - SCC*	28,797	0	(25,189)	0	3,608
Open Mental Health - Underserved Communities	0	20,781	(22,829)	2,048	0
Open Mental Health - Partnership Board	4,761	15,000	(15,641)	0	4,120
Wessex water	0	3,000	(125)	0	2,875
Total Restricted Funds	35,567	78,781	(98,870)	2,048	17,526
Unrestricted Funds	128,217	193,607	(171,436)	(2,048)	148,340
	163,784	272,388	(270,305)	0	165,866

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023

10. FUNDS (continued)

Previous Year Funds	Movement in Resources				Balance at 31 Mar 2022
	Balance at 1 Apr 2021	Incoming	Outgoing	Transfer	
	£	£	£	£	£
Restricted Funds					
Hinkeley Point Community Fund	71,945	0	(69,936)	0	2,009
Charlie Bigham	13,777	0	(13,847)	70	0
Reaches - SCC*	0	30,000	(1,203)	0	28,797
Rethink Mental Health	0	10,668	(5,907)	0	4,761
LF Test	0	6,250	(6,563)	313	0
National Emergencies Trust	0	3,700	(3,945)	245	0
Total Restricted Funds	85,722	50,618	(101,401)	628	35,567
Unrestricted Funds	76,997	174,771	(122,923)	(628)	128,217
	162,719	225,389	(224,324)	0	163,784

HINKLEY POINT COMMUNITY FUND

Diversity Voice received restricted funding from the Hinkley Point C Community Fund towards the employment of two community workers to provide EAL (English as an additional language) individuals, families, households and communities with information, advice, help, translation services and language support that they may need.

REACHES – SOMERSET COUNTY COUNCIL

Diversity Voice received restricted funding from Somerset County Council (SCC) in order to provide advice and support to the ethnically diverse community of Somerset, and particularly to support members of such communities to access public health and other health services and to overcome the barriers to access.

DIVERSITY VOICE**NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2023****OPEN MENTAL HEALTH – UNDERSERVED COMMUNITIES**

Diversity Voice received restricted funding from Rethink in order to employ a community worker to assist EAL individuals to access the services they need to improve their mental wellbeing.

OPEN MENTAL HEALTH – PARTNERSHIP BOARD

Diversity Voice received restricted funding from Rethink in order to attend the “Open Mental Health” programme Board meetings and influence the development of services for EAL community members, in order to help ensure that barriers to mental health services are recognised and effectively mitigated.

WESSEX WATER

Diversity Voice received a grant to provide financial capability support and training to EAL communities

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2023	2023	2023	2022	2022	2022
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Tangible Assets	1,471	1,406	2,877	2,066	1,973	4,039
Net Current Assets	146,869	16,120	162,989	126,151	33,594	159,745
Total Funds	148,340	17,526	165,866	128,217	35,567	163,784

DIVERSITY VOICE

England & Wales - Charity number 1162019

Accounts



Diversity Voice
culture & community

Charity registered in England and Wales: 1162019

Unaudited Annual Report and Financial Statements

For the year ended 31 March 2022

ALBERT GOODMAN LLP

Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
TA1 2PX

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Report of the Trustees

The Trustees present their annual report and financial statements for the year ended 31 March 2022.

Reference and Administrative Information

Charity Name	Diversity Voice
Charity Registration Number	1162019
Registered address	Victoria Park Community Centre Victoria Park Drive Bridgwater Somerset TA6 7AS

Trustees

Adrian Fawden	Chair of Board of Trustees
Louise Russ	Treasurer
Sarah Payne	Secretary
Elizabeth Leavy	
Michael Lerry	

Key Staff

Tanya Lawler	CEO – Resigned 24 December 2021
Amy Jones	Acting CEO – Appointed 1 December 2021, contract ended 30 June 2022
Natalie Dyson	CEO – Appointed 1 September 2022
Anita Mosedale	Operations Manager

Independent Examiner

Michelle Ferris FCA
Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton TA1 2PX

Bankers

Barclays Bank Ltd
Taunton Branch

Email

admin@diversityvoice.org.uk

Website

www.diversityvoice.org.uk

Structure, Governance and Management

Governing Document

Diversity Voice was registered with the Charity Commission on 5th June 2015 and is constituted as a Charitable Incorporated Organisation (CIO). It has been operating since 1 August 2015.

Mission

The objects of the charity are to promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. Our focus is those who may be excluded because their first language is not English.

We work mainly in Somerset, where linguistically diverse communities comprise mainly migrants to the UK, many of whom are from EU countries. However, we support migrants and other minority cultural communities from all over the world.

We champion intercultural understanding and offer support and services which help to overcome barriers faced by migrants and other minority cultural communities.

Recruitment and Appointment of Trustees

There are 5 trustees, all of whom have been members of the Board of Trustees throughout the period.

The Board of Trustees appoint between 3 and 8 trustees by a resolution at a convened meeting. Trustees are appointed for a term of 3 years and may serve for 3 terms. Trustees may be re-appointed after an interval of at least 1 year.

Organisational Structure

The Board of Trustees meets on a quarterly basis and is responsible for the strategic direction and policy of the charity. A scheme of delegation is in place and the day to day responsibility for the charitable activities lies with the CEO.

Objectives and Activities

In planning our objectives each year we have regard to the Charities Commission general guidance on public benefit.

This year was again marked by the pandemic and resulted in changes to in how our activities were delivered, although the demand for our services increased dramatically as COVID restrictions were eased.

Our key objectives leading into the year were:

- to fulfil the requirements of our funded work to benefit those we support
- to diversify our funding base to mitigate risk
- to raise awareness of the potential impact of the deadline of the EU Settlement Scheme to ensure that vulnerable EU citizens living in Somerset were not left at risk of losing their rights, and to consider the impact of the new immigration system.

As a result of the pandemic, we also recognised:

- the need for speakers of other languages to receive information and help related to the pandemic to mitigate disproportionate impacts on health (both mental and physical) and welfare

Despite the continuing pandemic, we were able to engage in planned activities, which included:

- **Immigration advice for applicants to the EU Settlement Scheme**
Although we were no longer funded by the Home Office, we continued to provide support to EU citizens to ensure that they were able to apply to the Scheme and maintain their rights to live and work in the UK. The scheme was officially closed on 30th June 2021, although new applications were allowed so long as the applicant was able to show a valid reason for a late application. Our support was offered by our multilingual OISC-registered advisers, with support if needed from our registered interpreters.
- **Neighbourhood-based English language lessons**
Language is a key barrier to integration, social opportunity and service access and continued to be a focus.
- **Community translation and interpreting services**
Translation and interpreting services were offered free of charge to individuals to ensure they had access to specialist help. Our multilingual team and a register of translators and interpreters delivered this service.
- **Welfare and other advice delivered in home languages**
Our welfare and settlement advice service was made available in all requested language. We offered help to meet a wide range of needs including those related to housing, benefits, domestic violence, employment and health matters, as well as helping to enhance cultural understanding. This support was often offered in partnership with Citizens Advice offices across the County. We also supported people by providing advice and information related to the pandemic to help people to understand their rights and obligations, to dispel the myths surrounding vaccination, to encourage the take-up of lateral flow testing, and to support individuals to get help if isolating.
- **School and early years setting-based support for children and their families who speak Polish as a home language**
Our much-valued service to support children and their families who speak Polish as a first language continued to receive excellent feedback. Staff working on this service act as a bridge between parents and schools and early years settings and provide in-class interpreting and direct support to encourage language development. Parents were able to access our targeted language support and wider support services. Under this contract we also provided translation and interpreting services for Child Social Services.
- **Events to promote intercultural understanding**
We organised and took part in events to engage people in understanding other cultures and the issues they face.
- **Working with statutory and voluntary sector partners to share information to prevent exclusion and act as a bridge for those who might otherwise be prevented from accessing support and services.**
Networking with voluntary and statutory organisations is essential for the

effective delivery of many of our services. We act as a bridge to enable access to others' services for those who might otherwise be excluded due to their language. We also seek to inform and influence, for example by dispelling myths and challenging assumptions and tropes. We networked widely and improved our social media presence and website to maximise opportunities for information sharing about our own and others' services.

Achievements and Performance

Our performance is measured in part through targets agreed with funders, and against the fulfilment of our wider objectives.

Delivery

The effects of the pandemic continued to be extremely challenging, but as an agile small charity we were able to respond and meet our objectives, albeit through changes in planned delivery.

The departure of our CEO in December 2021 left a huge gap but we were able to secure the services of Amy Jones, CEO of Citizens Advice Sedgemoor on a part time basis to assist us until we were able to complete the recruitment of a new CEO.

We continued to provide help to people seeking advice and information regarding the EU Settlement Scheme, either to apply to the EU Settlement Scheme before the deadline of 30 June 2021, or to support late applications, late decisions by the Home Office, applications to add family members, applications to change status, or administrative changes to reflect new identity documents.

We continued to see a notable increase in enquiries to our welfare advice service, which gradually moved from being mainly telephone and online based to face-to-face as COVID restrictions eased. Through networking with other organisations, we were able to act as a bridge for people to access specialist services by providing first-language support. Enquirers benefitted from advice and help on matters including housing, benefits, domestic violence, employment, school places and healthcare (including COVID-19). We learned more about the barriers that many people have when accessing these services, which include cross-cultural difficulties. We were increasingly consulted by other organisations who sought to support migrants and other minority cultural communities.

The settlement and language support we offer in schools and early years settings bounced back to pre-pandemic levels during the year. This much-valued service continued to receive excellent feedback, with over 97% regarding the service as excellent or very good. We also provided an interpretation and translation service to the Childrens Social Care department of Somerset County Council and secured additional funding to offer additional support to parents around engaging with their children's English learning.

We were able to engage with existing migrant communities and represent their lived experiences via our "Migrant Stories" videos.

We held or contributed to a number of community events during the year and were finally able to return to our signature face-to-face Christmas children's party, complete with Santa, his grotto and elves.

Plans For Future Periods

Our immediate plans for the benefit of our community relate to maintaining the services we currently provide. However, we recognise that we are working in a time of change and multiple influences.

Influences

This is a time for the charity to manage change, as multiple fundamental changes to our beneficiary cohort, the challenges they face, and the charity's funding environment, have emerged at the same time:

- The social, demographic, and economic effects of Brexit
- The increase in refugees fleeing from conflict and arriving in Somerset, not only from the Ukraine, but also from many other countries including Syria and Afghanistan.
- The ongoing effects of the pandemic which disproportionately affect the groups we support.
- The cost of living crisis which disproportionately affects the groups we support
- The need to manage, and communicate to our communities, the effects of the significant changes in points of access to local government services in Somerset once the County and District Councils (and their services) combine to form a Unitary Authority in 2023.
- We operate in an area where there is an influence which is different to national trends. The development of Hinkley Point C Power Station has provided work for thousands of people, many of whom are from other countries. The site had an expected workforce of 8,500 people by the end of 2022, with around half of the new workers expected to come from other countries.

We see this time of change as a positive opportunity to influence service delivery, and are confident that we understand needs over the coming year, during which we expect to see increasing demand for our existing services, and fresh demand for new services. We recognise though, that there is a need to remain agile and responsive to emerging changes.

Funding Needs

We have already secured funding for the coming year including:

- To maintain our Community English Classes and English Club until August 2024.
- To continue the delivery of our "Linkworker" Contract until September 2024.
- To provide hubs for newly-arrived Ukrainian guests and other refugees and sponsor families, where they can meet with others in a similar situation, socialise, learn English, and get support with any problems they may have.
- To be a key partner in the Open Mental Health Alliance (Somerset), and a subject expert on the additional burdens and barriers faced by EAL people when attempting to access mental health services.

DIVERSITY VOICE

FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2022

- To employ a Community Worker to support EAL people to access mental health services through the Open Mental Health Service, in line with their mission to ensure that “No door is the wrong door”.
- To employ Community workers to support resident minority communities by providing advice, support, translation and interpretation services to members of those communities and thereby easing access to essential health and other services and improving health and wellbeing within those communities.

We have prioritised 4 areas for funding in the coming year:

- Diversification of income to include trusts and commercial sources to support specific needs.
- Secure 3-year funding to support our core needs. Although we have been successful in diversifying income this year, our core funding comes from a contract with Somerset County Council which finishes in September 2023, and there is currently uncertainty regarding the future of this funding due to the local Government reorganisation
- Identify areas where we can work in partnership with other VCSE organisations to deliver services.
- Generate additional income through our translation and interpreting service.

Financial review

The year saw a considerable recovery after a challenging previous year. In particular, our contracted Polish Linkworker service (Somerset County Council) enabled us to provide support to children and their families linked to schools and early years settings. This service experienced increased demand as COVID restrictions eased and children returned full-time to schools and Early Years settings. There is little doubt that lockdowns posed additional challenges to children from households where English is not spoken at home, and that we provided a valuable service by helping to ensure that children had the language skills they needed in order to engage fully with their education.

The charity received total income of £225,389 of which £174,771 was unrestricted, and of which £ 117,108 was received from Somerset County Council for the delivery of services under the Tender Agreement. This represents an increase of 143% from the previous year, which cogently demonstrates the unmet demand that surfaced as COVID restrictions eased. The charity had total expenditure of £224,324 and recognised a total net surplus of £1,065. This surplus, however, was after recognising £83,783 expenditure on projects where the income had been recognised in a previous year. The charity showed a surplus of £51,220 on its unrestricted funding, and the reserves available to the charity at the end of the year are £163,784, £128,217 of which are unrestricted.

Principal Funding Sources

During the year, the charity received its main income from the following sources:

- Hinkley Point C Community Impact Fund (3 years, ending March 2022, extended during the pandemic): support to mitigate the impact of the development of Hinkley Point

DIVERSITY VOICE

FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2022

- Somerset County Council (4 years, ending August 2023): support to Polish-speaking children and parents through the provision of interpreting and other services.
- Somerset County Council (18 months, ending December 2022): Support to help EAL communities to access the health services they need.
- EUSS : Our funding from the Home Office ended in March 2021, but we received a variety of funding from our local partners, including Somerset County Council and the 4 District Councils within Somerset, to enable us to continue supporting those EU citizens who still needed to engage with the EU Settlement Scheme, either because of late applications to the scheme, late decisions by the Home Office, applications to add family members, applications to change status, or administrative changes to reflect new identity documents.
- Sedgemoor District Council (from September 2020 for 3 years): provision of English language training
- Charlie Bighams (ended November 2021) provided a one-off grant to support long term migrants and funding diversification.
- Open Mental Health Alliance (Lead Partner Rethink) – provided a grant to build capacity within Diversity Voice to be able to contribute to Alliance and Open Mental Health development work

We were awarded other small local authority and other funding grants and generated additional income from our commercial translation and interpreting service.

Investment Policy

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent on the charitable objects in the short term so there are few funds available for long term investment.

Reserve Policy

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, and its plans for future growth. It has established a policy whereby the unrestricted funds should be approximately equivalent to 6 months core expenditure plus committed future expenditure.

Trustees are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding, such as is currently the case due to COVID-19. The charity's average 6 monthly ongoing core cost of running the organisation is currently some £75,000. The present level of free reserves available to the charity of £126,151 is therefore comfortably above the target level.

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

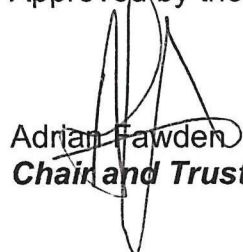
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. 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.

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP FRS 102 – effective 1 January 2019)

Approved by the Trustees on 17th October 2022 and signed on their behalf by:


Adrian Fawden
Chair and Trustee

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF DIVERSITY VOICE – YEAR ENDED 31 MARCH 2022

I report to the trustees on my examination of the accounts for Diversity Voice ("the charity") for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a "true and fair view" which is not a matter considered as part of an independent examination.

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



Michelle Ferris FCA
Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton TA1 2PX

Date: 31/10/2022

DIVERSITY VOICE
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

Total Funds							
		2022	2022	2022	2021	2021	2021
		UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	Note	£	£	£	£	£	£
INCOME FROM							
CHARITABLE ACTIVITIES	2	174,771	50,618	225,389	98,203	56,541	154,744
TOTAL INCOME		174,771	50,618	225,389	98,203	56,541	154,744
EXPENDITURE							
CHARITABLE ACTIVITIES	3	122,923	101,401	224,324	96,419	88,141	184,560
TOTAL EXPENDITURE		122,923	101,401	224,324	96,419	88,141	184,560
NET INCOME / (DEFICIT) FOR YEAR		51,848	(50,783)	1,065	1,784	(31,600)	(29,816)
TRANSFERS BETWEEN FUNDS		(628)	628	0	(85)	85	0
NET MOVEMENT IN FUNDS		51,220	(50,155)	1,065	1,699	(31,515)	(29,816)
TOTAL FUNDS BROUGHT FORWARD		76,997	85,722	162,719	75,298	117,237	192,535
TOTAL FUNDS CARRIED FORWARD	10	128,217	35,567	163,784	76,997	85,722	162,719

DIVERSITY VOICE
BALANCE SHEET – AS AT 31 MARCH 2022
CHARITY REGISTRATION NUMBER 1162019

		31 March 2022	31 March 2021
	Note	£	£
FIXED ASSETS			
Tangible Assets	5	4,039	5,212
CURRENT ASSETS			
Debtors	6	34,064	94,747
Cash at bank and in hand	7	132,930	93,517
TOTAL CURRENT ASSETS		166,994	188,264
CREDITORS: Amounts falling due within one year	8	(7,249)	(30,757)
NET CURRENT ASSETS		<u>159,744</u>	<u>157,507</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>163,784</u>	<u>162,719</u>
NET ASSETS		<u>163,784</u>	<u>162,719</u>
FUNDS			
Restricted Funds		<u>35,567</u>	<u>85,722</u>
Unrestricted Funds		<u>128,217</u>	<u>76,997</u>
TOTAL FUNDS	10	<u>163,784</u>	<u>162,719</u>

The notes on pages 13 to 19 form part of these accounts.

Approved by the Trustees on 17th October 2022 and signed on their behalf by:


Adrian Fawden
Chair and Trustee

1. ACCOUNTING POLICIES

General information and basis of accounting

These accounts have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP FRS 102), effective 1 January 2019, and the 2011 Charities Act and applicable UK Accounting Standards and the principal accounting policies adopted in the preparation of the financial statements are set out below.

The charity meets the definition of public benefit under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- the Trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Income with related expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grants and Donations

Grants and donations are included in the SoFA once they have been received, or once any conditions to which a grant is subject have been fulfilled.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when received.

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Assets

Tangible Fixed Assets for use by the Charity These are capitalised if they can be used for more than one year, and cost at least £200. They are valued at cost or, if gifted, at the value to the Charity on receipt

Depreciation

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

IT Equipment – 3 years straight line

Office Equipment – 4 years straight line

Debtors

Trade and other debtors are recognised at the settlement amount due and prepayments are valued at the amount prepaid.

Cash at bank and in hand

Cash at bank and in hand comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

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

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. The charity is not VAT registered and therefore VAT on expenses is charged against the category of resources expended for which it was incurred.

Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Amounts received for restricted purposes are treated as separate funds in the financial statements.

Financial Instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument

Going Concern

The Trustees have reviewed the position of the charity and considered events during the year and since the year end that may have an impact on the charity's ability to continue to operate. No such events have been identified and there are no material uncertainties about the charity's ability to continue. As such, the accounts have been prepared on the basis that the charity is a going concern.

2. INCOME FROM CHARITABLE ACTIVITIES

	2022	2022	2022	2021	2,021	2021
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Somerset County Council (SCC)	117,108	0	117,108	48,079	0	48,079
Linkworker Project *						
SCC REACHES*	0	30,000	30,000	0	0	0
SCC Parents Project*	9,380	0	9,380	0	0	0
SCC Online Resources*	0	0	0	10,000	0	10,000
SCC EUSS Support *	19,005	0	19,005	13,730	0	13,730
SDC - Community English Classes *	12,723	0	12,723	6,550	0	6,550
Rethink Mental Health	0	10,668	10,668	0	0	0
Other Translation services	9,951	0	9,951	1,108	0	1,108
SCC LF TEST*	0	6,250	6,250	0	0	0
Other Advice Services	6,200	0	6,200	0	0	0
National Emergencies Trust	0	3,700	3,700	0	0	0
Commercial Cultural Services	404	0	404	400	0	400
Home Office EUSS*	0	0	0	0	41,540	41,540
Charlie Bigham	0	0	0		15,000	15,000
Exceptional Government Funding						
HMRC - CJRS*	0	0	0	18,336	0	18,336
	174,771	50,618	225,389	98,203	56,540	154,743

* denotes government grants

3. CHARITABLE ACTIVITIES EXPENDITURE

	2022	2022	2022	2021	2021	2021
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Payroll Costs	98,800	89,208	188,008	83,823	74,038	157,861
Other Staff Costs	12,026	1,789	13,815	3,340	3,659	6,999
Office Expenses	8,334	4,345	12,679	7,178	7,313	14,491
Premises Costs	3,051	4,494	7,545	1,274	2,588	3,862
Professional Fees	0	0	0	0	0	0
Cultural Events	211	1,057	1,268	0	88	88
Governance Costs	392	508	900	745	455	1,200
Other	109	0	109	59	0	59
	122,923	101,401	224,324	96,419	88,141	184,560

4. STAFF COSTS

The aggregate payroll costs were:

	2022	2021
	TOTAL	TOTAL
	£	£
Wages and Salaries	157,509	142,845
Social Security Costs	5,301	922
Pension Costs	3,580	3,277
Freelance Workers	21,618	9,817
Honorarium	0	1,000
	188,008	157,861

The average number of staff employed during the year was 9 (2021: 9 staff), and no employees received employee benefits of more than £60,000 (2021: none) The Trustees consider the Chief Executive Officer and Operations Manager to be key management of the charity. The total costs to the charity of employee benefits for key management personnel were £59,980 (2021: £46,503).

DIVERSITY VOICE**NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2022**

An honorarium of £0 was paid to the Treasurer during the year (2021:£1,000).

During the year one Trustee paid out of pocket expenses totalling £0 (2021 £166 to one Trustee).

There have been no related party transactions during the year (2021: none).

5. TANGIBLE FIXED ASSETS

	Office Equipment £	IT Equipment £	Total £
COST			
At 1 April 2021	813	11,955	12,768
Additions	0	1,517	1,517
At 31 March 2022	813	13,472	14,285
DEPRECIATION			
At 1 April 2021	570	6,986	7,556
Charge for the year	115	2,575	2,690
	685	9,561	10,246
NET BOOK VALUE			
At 31 March 2022	128	3,911	4,039
At 31 March 2021	243	4969	5,212

6. DEBTORS

	2022 £	2021 £
Hinkley Point Community Fund	0	60,000
Prepayments	2,116	2,816
Other debtors	31,948	31,931
	34,064	94,747

7. CASH AT BANK AND IN HAND

	2022 £	2021 £
Barclays Current Account	132,930	93,517

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2022
8. CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Accruals	1,150	6,298
HMRC	0	0
Deferred Income	5,175	23,771
Other Creditors	924	688
	<u>7,249</u>	<u>30,757</u>

£0 (2021: £12,147) was received from Somerset County Council and £5,125 (2021: £5,674) was received from Sedgemoor District Council, but these amounts have been deferred at the year end, because Diversity Voice does not become entitled to the funding until the contracted service has been provided.

9. FUNDS

	Movement in Resources				
	Balance at 1 Apr 2021	Incoming	Outgoing	Transfer	Balance at 31 Mar 2022
	£	£	£	£	£
Restricted Funds					
Hinkey Point Community Fund	71,945	0	(69,936)	0	2,009
Charlie Bigham	13,777	0	(13,847)	70	0
Reaches - SCC*	0	30,000	(1,203)	0	28,797
Rethink Mental Health	0	10,668	(5,907)	0	4,761
LF Test	0	6,250	(6,563)	313	0
National Emergencies Trust	0	3,700	(3,945)	245	0
Total Restricted Funds	85,722	50,618	(101,401)	628	35,567
Unrestricted Funds	76,997	174,771	(122,923)	(628)	128,217
	162,719	225,389	(224,324)	0	163,784

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2022

9. FUNDS (continued)

PREVIOUS YEAR FUNDS	Movement in Resources				Balance at 31 Mar 2021 £
	Balance at 1 Apr 2020 £	Incoming £	Outgoing £	Transfer £	
Restricted Funds					
Hinkley Point Community Fund	116,547	0	(44,602)	0	71,945
Home Office - EUSS	690	41,540	(42,315)	85	0
Charlie Bigham	0	15,000	(1,223)	0	13,777
Total Restricted Funds	117,237	56,540	(88,140)	85	85,722
Unrestricted Funds	75,298	98,203	(96,419)	(85)	76,997
	192,535	154,743	(184,559)	0	162,719

HINKLEY POINT COMMUNITY FUND

Diversity Voice received restricted funding from the Hinkley Point C Community Fund in order to support EU citizens working within the supply chain at the Hinkley Point C development, and their families.. This project ended on 31 March 2022, although continuation funding until September 2023 has now been confirmed.

CHARLIE BIGHAM

Diversity Voice received restricted funding from Charlie Bigham in order to strengthen our offering to long term migrants to the UK, by providing ad-hoc support across the County at the same time as diversifying our funding base to ensure that the gaps in funding provision are filled. This project ended in November 2021.

REACHES – SOMERSET COUNTY COUNCIL

Diversity Voice received restricted funding from Somerset County Council (SCC) in order to provide advice and support to the ethnically diverse community of Somerset, and particularly to support members of such communities to access public health and other health services and to overcome the barriers to access.

RETHINK MENTAL HEALTH

Diversity Voice received restricted funding from Rethink in order to attend the “Open Mental Health” programme Board meetings and influence the development of services for EAL community members, in order to help ensure that barriers to mental health services are recognised and effectively mitigated.

LF TEST

Diversity Voice received restricted funding from SCC in order to participate in a pilot project encouraging EAL communities to increase their uptake of Lateral Flow testing.

NATIONAL EMERGENCIES TRUST (NET)

Diversity Voice received restricted funding from NET, via Somerset Community Foundation, to assist in the re-opening of the offices after lockdown restrictions were eased. The funds were spent on the rent of an additional office, the training of staff, and payment of overtime for staff training.

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2022	2022	2022	2021	2021	2021
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Tangible Assets	2,066	1,973	4,039	3,059	2,063	5,122
Net Current Assets	126,151	33,594	159,745	73,938	83,659	157,597
Total Funds	128,217	35,567	163,784	76,997	85,722	162,719

DIVERSITY VOICE

England & Wales - Charity number 1162019

Accounts



Diversity Voice
culture & community

Charity registered in England and Wales: 1162019

Unaudited Annual Report and Financial Statements

For the year ended 31 March 2021

ALBERT GOODMAN LLP

Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
TA1 2PX

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Report of the Trustees

The Trustees present their annual report and financial statements for the year ended 31 March 2021.

Reference and Administrative Information

Charity Name	Diversity Voice
Charity Registration Number	1162019
Registered address	Victoria Park Community Centre Victoria Park Drive Bridgwater Somerset TA6 7AS

Trustees

Adrian Fawden	Chair of Board of Trustees
Louise Russ	Treasurer
Sarah Payne	Secretary
Elizabeth Leavy	
Michael Lerry	

Key Staff

Tanya Lawler	CEO – Appointed 13 July 2020
Anita Mosedale	Operations Manager

Independent Examiner

Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton TA1 2PX

Bankers

Barclays Bank Ltd
Taunton Branch

Email

admin@diversityvoice.org.uk

Website

www.diversityvoice.org.uk

Structure, Governance and Management

Governing Document

Diversity Voice was registered with the Charity Commission on 5th June 2015 and is constituted as a Charitable Incorporated Organisation (CIO). It has been operating since 1 August 2015.

Mission

The objects of the charity are to promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. Our focus is those who may be excluded as a result of their race or ethnic origin.

We work mainly in Somerset, where culturally diverse communities comprise mainly migrants to the UK, many of whom are from EU countries. However, we support migrants and other minority cultural communities from all over the world.

We champion intercultural understanding and offer support and services which help to overcome barriers faced by migrants and other minority cultural communities.

Recruitment and Appointment of Trustees

There are 5 trustees, all of whom have been members of the Board of Trustees throughout the period.

The Board of Trustees appoint between 3 and 8 trustees by a resolution at a convened meeting. Trustees are appointed for a term of 3 years and may serve for 3 terms. Trustees may be re-appointed after an interval of at least 1 year.

Organisational Structure

The Board of Trustees meets on a quarterly basis and is responsible for the strategic direction and policy of the charity. A scheme of delegation is in place and the day to day responsibility for the charitable activities lies with the CEO. Louise Russ acted as CEO in a voluntary capacity until 12th July 2020. Tanya Lawler was appointed to the position on 13th July 2020.

Objectives and Activities

In planning our objectives each year we have regard to the Charities Commission general guidance on public benefit.

This year was marked by the pandemic and resulted in changes to in how our activities were delivered, and unexpected financial losses.

Our key objectives leading into the year were:

- to fulfil the requirements of our funded work to meet benefit those we support
- to diversify our funding base to mitigate risk
- to raise awareness of the potential impact of the deadline of the EU Settlement Scheme to ensure that vulnerable people were not left at risk of losing their rights, and to consider the impact of the new immigration system.

During the pandemic, we also recognised:

- the need for speakers of other languages to receive information and help related to the pandemic to mitigate disproportionate impact on health and welfare

Despite the pandemic, we were able to engage in planned activities, which included:

- **Immigration advice for applicants to the EU Settlement Scheme**
We provided support for vulnerable communities to ensure they were able to apply to the Scheme and maintain their rights to live and work in the UK. Our support was offered in any European language by our multilingual OISC-registered advisers with support if needed from our register or interpreters.
- **Neighbourhood-based English language lessons**
Language is a key barrier to integration, social opportunity and service access and continued to be a focus.
- **Community translation and interpreting services**
Translation and interpreting services are offered free to individuals to ensure they have access to specialist help. Our multilingual team and a register of translators and interpreters delivered this service.
- **Welfare and other advice delivered in home languages**
Our welfare and settlement advice service was available in any language. We offered help to meet a wide range of needs including, for example, those related to housing, benefits, domestic violence, employment and health matters, as well as helping to enhance cultural understanding. We also supported people by providing advice and information related to the pandemic to help people to understand restrictions, get help if isolating and find out about COVID-19 health issues.
- **School and early years setting-based support for children and their families who speak Polish as a home language**
Our much-valued service to support children and their families who speak Polish as a first language continued to receive excellent feedback. Staff working on this service act as a bridge between parents and schools and early years settings and provide in-class interpreting and direct support to encourage language development. Parents are able to access our wider support services. Under this contract we also provided translation and interpreting services for Social Services.
- **Events to promote intercultural understanding**
We organised and took part in events to engage people in understanding other cultures and the issues they face.
- **Working with statutory and voluntary sector partners to share information to prevent exclusion and act as a bridge for those who might otherwise be prevented from accessing support and services.**
Networking with voluntary and statutory organisations is essential for the effective delivery of many of our services. We act as a bridge to enable access to others' services for those who might otherwise be excluded. We also seek to inform and influence, for example by dispelling myths and overcoming assumptions. We networked widely and improved our social media presence and website to maximise opportunities for information sharing about our own and others' services.

Achievements and Performance

Our performance is measured in part through targets agreed with funders, and against the fulfilment of our wider objectives.

Delivery

The effects of the pandemic were extremely challenging, but as an agile small charity we were able to respond and meet our objectives, albeit through changes in planned delivery.

We are conscious that this meant moving much of our activity online, which may have presented barriers for those who were not confident or experienced in using computers. However, new ways of delivering our services may have had a positive effect in other ways.

We were able to provide help to over 1000 people seeking advice and information to apply to the EU Settlement Scheme. We were creative in ensuring messaging about the EU Settlement Scheme was widely disseminated, and used 'lives' on social media, and engaged with organisations who worked with vulnerable people. In the latter part of the year we were awarded continuation funding from the Home Office to continue to work on this project, and chose to apply in partnership with Somerset County Council in order to extend our reach. Working on this project raised our profile locally and helped us to engage more widely, despite changes to planned delivery.

We saw a notable increase in enquiries to our welfare advice service, which moved to telephone and online support for much of the year. Through networking with other organisations, we were able to act as a bridge for people to access specialist services by providing first-language support. Enquirers benefitted from advice and help on matters including housing, benefits, domestic violence, employment, school places and healthcare (including COVID-19). We learned more about the barriers that many people have when accessing these services, which include cross-cultural difficulties. We were increasingly consulted by other organisations who sought to support migrants and other minority cultural communities.

In the previous year, research indicated that although language learners we engaged with were keen to explore online learning, most said they would not be confident learning online. When we were forced to move online this year, we opted to use the video conferencing and social learning units facility offered by Facebook, which provided a familiar platform for most. 160 people were registered in our online learner support group, and they benefitted from asynchronous learning opportunities. 55 people attended lessons, and 199 online learning units were completed. We were conscious though, that the English 'Plus' model we adopt was not able to be recreated online, and opportunities for social interaction and friendship were lost. We were successful in acquiring new funding to allow us to open all day weekly and expect to move back to face-to-face lessons shortly.

Our community translation and interpreting service was a particular asset during the pandemic when we recognised the need for pandemic-related materials in other languages. Our website resources page included materials about the pandemic to benefit individuals and other voluntary sector organisations. During the year, we

recognised the opportunity for this service to be offered to paying clients, and with new funding successfully adapted the model, which resulted in a diversified income stream.

We extended our pandemic-related support in other ways. For example, our community workers attended local workshops to become 'COVID Community Champions' to help share accurate information in other languages, and we offered food vouchers through our links with a local food network.

This year, our events moved online. We took part in webinars on topics including for example the experiences of young migrants to Somerset, and the impact of the EU Settlement Scheme. We ran an online event for children, Santa and his Multilingual Elves to celebrate St Nicholas' Day.

The settlement and language support we offer in schools and early years settings was reduced due to closures at different times during the year. Nevertheless, this much-valued service continued to receive excellent feedback, with over 97% regarding the service as excellent or very good. We secured additional funding to offer support online during the summer holidays which helped to mitigate some of the losses on our regular service. We supported 65 children in 34 schools and early years settings and despite closures, delivered almost 1,000 hours of support. We were also able to provide help to parents by translating and interpreting to improve communication from schools, explain their child's progress and where necessary refer them to our advice service for other support.

By working closely with local authorities, we were able to gain additional insights to help raise awareness of the impact of the deadline of the EU Settlement Scheme. Our website hosted an information page and Q&A which has been widely accessed. We engaged with a wide range of voluntary and statutory sector organisations, and businesses, in this regard.

We take away from this year some learning opportunities, recognising both the benefits and disadvantages of providing services at a distance. Although in some ways it was easier to engage with more people than we otherwise might have done, we acknowledge the loss of personal interaction with and between clients, which we feel is essential to achieve many of our objectives in full. We networked widely during the year in order to be able to consider the impact of Brexit on those we support.

Fundraising

Despite the pandemic, we were pleased to gain additional funding during the year, and to secure more for the coming year. At the same time, unfortunately, we lost income on our tender agreement with the local authority as a direct result of the pandemic.

Plans For Future Periods

Our immediate plans for the benefit of our community of focus relate to maintaining the services we currently provide. However, we recognise that we are working in a time of change and multiple influences.

Influences

This is a time for the charity to refocus, as multiple guiding influences have emerged at the same time:

- The potential social, demographic, and economic effects of Brexit
- The biggest changes to the immigration system in decades and the deadline of the EU Settlement Scheme applications in June 2021
- A considerable reduction in funding from our tender agreement to provide support to Polish-speaking children and families linked to schools and early years settings
- The ongoing effects of the pandemic, during which many of those we support have been disproportionately affected, and unknown future restrictions and impact
- Significant changes to local government in Somerset where district councils are expected to combine into a single authority in 2023
- We operate in an area where there is an influence which is different to national trends. The development of Hinkley Point C Power Station has provided work for thousands of people, many of whom are from other countries. The site had an expected workforce of 5,600 people, and this has recently been increased to a projected 8,500+ by the end of 2022, with around half of the new workers expected to come from other countries. The charity is a key focus of support for the many thousands of people who come to work on the project, and we expect our advice service and English Club in particular to continue to be in demand by workers and their families linked to the project.

We see this time of change as a positive opportunity to refocus.

We are confident that we understand needs over the coming year, during which we expect to see ongoing demand for our existing services. We recognise though, that there is a need to remain agile and responsive to emerging changes.

Funding Needs

We have already secured *new* funding for the coming year including:

- To maintain our English Club until August 2022. We are looking forward to offering face-to-face delivery again.
- To work with parents directly by offering workshops to help them to help develop their child's emergent bilingualism. This funding will help to mitigate funding losses in our other work with parents, and we anticipate will be of benefit if there are further pandemic restrictions.
- To work with district authorities to be a proactive partner in planning for the deadline for the EU Settlement Scheme. We expect to renew our registration with the Office of the Immigration Services Commissioner next year in order to continue to offer support to applicants who are eligible to apply late, and for those who will need to exchange Pre-settled for Settled Status.

We have prioritised 4 areas for funding in the coming year:

- Funding to ease the path for our staff to return to usual working patterns and to put in place safe ways of working
- Diversification of income to include trusts and commercial sources to support our core needs. Although we were successful in diversifying income this year, the focus of the pandemic meant that much of this was from statutory sources.

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- Secure 3-year funding to support our existing services by exploring opportunities for ongoing funding to support the impact of the Hinkley Point Project
- Generate additional income through our translation and interpreting service.

We will keep informed about how these influences affect the people we support and look to implement a longer-term strategy which reflects emerging trends.

Financial review

The year was financially challenging for the charity. We began the year aware that funding provision through a tender agreement with Somerset County Council might decline due to recent changes in the contract and had planned to diversify our funding base to mitigate the impact of this. This funding enabled us to provide support to children and their families linked to schools and early years settings. At the start of the year, we were faced with the closure of early years settings, and then later schools, because of the pandemic. This resulted in a considerable additional unexpected fall in income.

We made savings by using the furlough scheme, and pandemic restrictions resulted in lower costs than expected in some areas including staff travel and events.

The charity was successful in diversifying funding during the year, and this partly offset the losses from that project. In addition, we secured additional funding for the coming year.

The charity received total income of £154,744 of which £98,203 was unrestricted, and of which £ 48,079 was received from Somerset County Council for the delivery of services under the Tender Agreement. This represents a drop of 43% from the previous year. The charity has had total expenditure of £184,560 and recognised a total net deficit of £29,816. This deficit, however, was after recognising £44,602 expenditure on our Hinkley project, where the income had been recognised in a previous year. The charity showed a surplus of £1,699 on its unrestricted funding, and the reserves available to the charity at the end of the year are £162,719, £76,997 of which are unrestricted.

Principal Funding Sources

During the year, the charity received its main income from the following sources:

- Hinkley Point C Community Impact Fund (3 years, ending March 2022, extended during the pandemic): support to mitigate the impact of the development
- Somerset County Council (4 years, ending August 2022): support to Polish-speaking children and parents through the provision of interpreting and other services
- Home Office (to September 2020, and a further grant with local authority partners from October to March 2021): to support vulnerable applicants to the EU Settlement Scheme

DIVERSITY VOICE

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- Sedgemoor District Council (from September 2020 for 2 years): provision of English language training
- Charlie Bighams (from November 2020 for 1 year): support long term migrants and develop funding

We were awarded other funding from a small local authority grant related to the shortfall on our work to support parents and generated additional income from our translation and interpreting service.

Investment Policy

Aside from retaining a prudent amount in reserves each year most of the charity's funds are to be spent on the charitable objects in the short term so there are few funds available for long term investment.

Reserve Policy

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation, and its plans for future growth. It has established a policy whereby the unrestricted funds should be approximately equivalent to 6 months core expenditure plus committed future expenditure.

Trustees are confident that at this level they would be able to continue the current activities of the charity in the event of a significant drop in funding, such as is currently the case due to COVID-19. The charity's average 6 monthly ongoing core cost of running the organisation is currently some £70,000. The present level of free resources available to the charity of £73,938 is therefore slightly above the target level.

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2021

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. 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.

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP FRS 102 – effective 1 January 2019)

Approved by the Trustees on 26 October 2021 and signed on their behalf by:



Adrian Fawden
Chair and Trustee

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF DIVERSITY VOICE – YEAR ENDED 31 MARCH 2021

I report to the trustees on my examination of the accounts for Diversity Voice ("the charity") for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a "true and fair view" which is not a matter considered as part of an independent examination.

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



Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton TA1 2PX

Date: 14/01/2022

DIVERSITY VOICE
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

Total Funds							
		2021	2021	2021	2020	2,020	2020
	Note	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
		£	£	£	£	£	£
INCOME FROM							
CHARITABLE ACTIVITIES	2	98,203	56,541	154,744	86,906	142,571	229,477
INVESTMENT INCOME	3	0	0	0	949	0	949
TOTAL INCOME		98,203	56,541	154,744	87,855	142,571	230,426
EXPENDITURE							
CHARITABLE ACTIVITIES	4	96,419	88,141	184,560	125,057	66,346	191,403
TOTAL EXPENDITURE		96,419	88,141	184,560	125,057	66,346	191,403
NET INCOME / (DEFICIT) FOR YEAR		1,784	(31,600)	(29,816)	(37,202)	76,225	39,023
TRANSFERS BETWEEN FUNDS		(85)	85	0	0	0	0
NET MOVEMENT IN FUNDS		1,699	(31,515)	(29,816)	(37,202)	76,225	39,023
TOTAL FUNDS BROUGHT FORWARD		75,298	117,237	192,535	112,500	41,012	153,512
TOTAL FUNDS CARRIED FORWARD	11	76,997	85,722	162,719	75,298	117,237	192,535

DIVERSITY VOICE
BALANCE SHEET – AS AT 31 MARCH 2021
CHARITY REGISTRATION NUMBER 1162019

		31 March 2021	31 March 2020
	Note	£	£
FIXED ASSETS			
Tangible Assets	6	5,212	3,664
CURRENT ASSETS			
Debtors	7	94,747	64,745
Cash at bank and in hand	8	93,517	163,049
TOTAL CURRENT ASSETS		188,264	227,794
CREDITORS: Amounts falling due within one year	9	(30,757)	(38,923)
NET CURRENT ASSETS		<u>157,507</u>	<u>188,871</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>162,719</u>	<u>192,535</u>
NET ASSETS		<u>162,719</u>	<u>192,535</u>
FUNDS			
Restricted Funds		<u>85,722</u>	<u>117,237</u>
Unrestricted Funds		<u>76,997</u>	<u>75,298</u>
TOTAL FUNDS	10	<u>162,719</u>	<u>192,535</u>

The notes on pages 10 to 17 form part of these accounts.

Approved by the Trustees on 26 October 2021 and signed on their behalf by:


Adrian Fawden
Chair and Trustee

1. ACCOUNTING POLICIES

General information and basis of accounting

These accounts have been prepared on the basis of historic cost in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP FRS 102), effective 1 January 2019, and the 2011 Charities Act and applicable UK Accounting Standards and the principal accounting policies adopted in the preparation of the financial statements are set out below.

The charity meets the definition of public benefit under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Income

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- the Trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Income with related expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure are reported gross in the SoFA.

Grants and Donations

Grants and donations are included in the SoFA once they have been received, or once any conditions to which a grant is subject have been fulfilled.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when received.

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Assets

Tangible Fixed Assets for use by the Charity

These are capitalised if they can be used for more than one year, and cost at least £200. They are valued at cost or, if gifted, at the value to the Charity on receipt

Depreciation

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

IT Equipment – 3 years straight line

Office Equipment – 4 years straight line

Debtors

Trade and other debtors are recognised at the settlement amount due and prepayments are valued at the amount prepaid.

Cash at bank and in hand

Cash at bank and in hand comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

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

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. The charity is not VAT registered and therefore VAT on expenses is charged against the category of resources expended for which it was incurred.

Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Amounts received for restricted purposes are treated as separate funds in the financial statements.

Financial Instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 12. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

2. INCOME FROM CHARITABLE ACTIVITIES

	2021 UNRESTRICTED £	2021 RESTRICTED £	2021 TOTAL £	2020 UNRESTRICTED £	2,020 RESTRICTED £	2020 TOTAL £
Somerset County Council (SCC) Linkworker Project *	48,079	0	48,079	84,207	0	84,207
SCC Online Resources*	10,000	0	10,000	0	0	0
SCC SME *	13,730	0	13,730	0	0	0
SCF Hinkley Point Community Fund	0	0	0	0	115,000	115,000
Home Office EUSS*	0	41,540	41,540	0	27,571	27,571
Charlie Bigham	0	15,000	15,000			
Other Translation	1,108	0	1,108	1,199	0	1,199
NHS - Community Engagement*	0	0	0	1,500	0	1,500
SDC - Community English Classes *	6,550	0	6,550	0	0	0
Commercial Cultural Services	400	0	400	0	0	0
Exceptional Government Funding						
HMRC - CJRS*	18,336	0	18,336	0	0	0
	98,203	56,540	154,743	86,906	142,571	229,477

* denotes government grants

3. INVESTMENT INCOME

	2021	2021	2021	2020	2,020	2020
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Bank Interest Receivable	0	0	0	949	0	949
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

4. CHARITABLE ACTIVITIES EXPENDITURE

	2021	2021	2021	2020	2,020	2020
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Payroll Costs	83,823	74,038	157,861	94,188	55,733	149,921
Other Staff Costs	3,340	3,659	6,999	10,404	2,299	12,703
Office Expenses	7,178	7,313	14,491	6,153	2,726	8,879
Premises Costs	1,274	2,588	3,862	2,678	2,948	5,626
Professional Fees	0	0	0	10,592	0	10,592
Cultural Events	0	88	88	0	2,640	2,640
Governance Costs	745	455	1,200	876	0	876
Other	59	0	59	166	0	166
	<u>96,419</u>	<u>88,141</u>	<u>184,560</u>	<u>125,057</u>	<u>66,346</u>	<u>191,403</u>

5. STAFF COSTS

The aggregate payroll costs were:

	2021	2020
	TOTAL	TOTAL
	£	£
Wages and Salaries	142,845	120,601
Social Security Costs	922	4,235
Pension Costs	3,277	2,671
Freelance Workers	9,817	22,414
Honorarium	1,000	0
	157,861	149,921

The average number of staff employed during the year was 9 (2020: 7 staff), and no employees received employee benefits of more than £60,000 (2020: none) The Trustees consider the Chief Executive Officer and Operations Manager to be key management of the charity. The total costs to the charity of employee benefits for key management personnel were £46,503 (2020: £54,386).

An honorarium of £1,000 was paid to the Treasurer during the year (2020: none).

During the year one Trustee paid out of pocket expenses totalling £166 (2020 £1,545 to two Trustees).

There have been no related party transactions during the year (2020: none).

6. TANGIBLE FIXED ASSETS

	Office Equipment £	IT Equipment £	Total £
COST			
At 1 April 2020	813	7,886	8,699
Additions	0	4,069	4,069
At 31 March 2021	813	11,955	12,768
DEPRECIATION			
At 1 April 2020	389	4,646	5,035
Charge for the year	181	2,340	2,521
	570	6,986	7,556
NET BOOK VALUE			
At 31 March 2021	243	4,969	5,212
At 31 March 2020	424	3,240	3,664

7. DEBTORS

	2021 £	2020 £
Hinkley Point Community Fund	60,000	60,000
Prepayments	2,816	2,060
Other debtors	31,931	2,685
	94,747	64,745

Due to the extension of the second year of the Hinkley Point Community Fund project, from 30th September 2020 to 31 March 2021, debtors continue to include £60,000 receivable for year 3 delivery under this fund. This amount has been received since the yearend.

8. CASH AT BANK AND IN HAND

	2021 £	2020 £
Barclays Current Account	93,517	163,049

9. CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Accruals	6,298	1,335
HMRC	0	421
Deferred Income	23,771	34,582
Other Creditors	688	2,585
	30,757	38,923

Of the deferred income amount of £23,771 (2020: £34,582), £12,147 (2020: £30,485) was received from Somerset County Council and £5,674 (2020: £0) was received from Sedgemoor District Council, but these amounts have been deferred at the year end, because Diversity Voice does not become entitled to the funding until the contracted service has been provided.

10. FUNDS

	Movement in Resources				Balance at 31 Mar 2021 £
	Balance at 1 Apr 2020 £	Incoming £	Outgoing £	Transfer £	
Restricted Funds					
Hinkey Point Community Fund	116,547	0	(44,602)	0	71,945
Home Office - EUSS	690	41,540	(42,315)	85	(0)
Charlie Bigham	0	15,000	(1,223)	0	13,777
Total Restricted Funds	117,237	56,540	(88,140)	85	85,722
Unrestricted Funds	75,298	98,203	(96,419)	(85)	76,997
	192,535	154,743	(184,559)	0	162,719

DIVERSITY VOICE
NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 MARCH 2021

10. FUNDS (continued)

PREVIOUS YEAR FUNDS	Movement in Resources				
	Balance at	Incoming	Outgoing	Transfer	Balance at
	1 Apr 2019				31 Mar 2020
	£	£	£	£	£
Restricted Funds					
Hinke ­ y Point Community Fund	41,012	115,000	(39,465)	0	116,547
Home Office - EUSS	0	27,571	(26,881)	0	690
Total Restricted Funds	41,012	142,571	(66,346)	0	117,237
General Fund	112,500	87,855	(125,057)	0	75,298
	153,512	230,426	(191,403)	0	192,535

HINKLEY POINT COMMUNITY FUND

Diversity Voice has received restricted funding from the Hinkley Point C Community Fund in order to support EU citizens working within the supply chain at the Hinkley Point C development, and their families. Sadly the COVID 19 pandemic has meant that our delivery of support was unfeasible for several months, and we requested an extension of Year 2 of the project, from 30 September 2020 to 31 March 2021. This request was accepted by the HCF Programme Board. This project ends on 31 March 2022.

HOME OFFICE – EUSS

Diversity Voice has received restricted funding from the Home Office in order to provide support to vulnerable EU citizens to apply to the EU Settlement Scheme. This project ended on 31 March 2021.

CHARLIE BIGHAM

Diversity Voice has received restricted funding from Charlie Bigham in order to strengthen our offering to long term migrants to the UK, by providing ad-hoc support across the County at the same time as diversifying our funding base to ensure that the gaps in funding provision are filled.

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2,021	2,021	2,021	2,020	2,020	2,020
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
	£	£	£	£	£	£
Tangible Assets	3,059	2,063	5,122	2,343	1,321	3,664
Net Current Assets	73,938	83,659	157,597	72,955	115,916	188,871
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total Funds	76,997	85,722	162,719	75,298	117,237	192,535
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

12. FINANCIAL INSTRUMENTS

	2021	2020
	£	£
Financial assets that are debt instruments measured at amortised cost	185,448	325,734
	<u> </u>	<u> </u>
	<u>185,448</u>	<u>325,734</u>
	<u> </u>	<u> </u>
Financial liabilities measured at amortised cost	6,986	8,017
	<u> </u>	<u> </u>
	<u>6,986</u>	<u>8,017</u>
	<u> </u>	<u> </u>