



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
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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.

- 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

- 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.

DIVERSITY VOICE
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

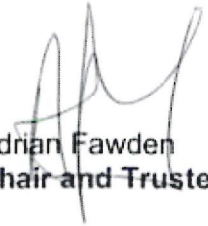
Total Funds							
		2021	2021	2021	2020	2,020	2020
	Note	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	TOTAL
		£	£	£	£	£	£
INCOME FROM							
CHARITABLE ACTIVITIES	2	98,203	56,541	154,744	86,906	142,571	229,477
INVESTMENT INCOME	3	0	0	0	949	0	949
TOTAL INCOME		98,203	56,541	154,744	87,855	142,571	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	2021	2021	2020	2,020	2020
	UNRESTRICTED	RESTRICTED	TOTAL	UNRESTRICTED	RESTRICTED	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
	<u>30,757</u>	<u>38,923</u>

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					
Hinkey 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>