



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
	171,436	98,870	270,306	122,923	101,401	224,324

Included within governance costs:

	2023	2022
	£	£
Independent Examiner's Fee	996	900
	996	900

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
	215,373	188,008

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