



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

Contents	Page
Reference and administrative information	1
Report of the Trustee	2 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Notes to the financial statements	13 - 20

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 replace 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	1,200	996
	<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
	15,416	15,369

£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					
Hinke 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	17,526	170,757	-145,524	687	43,446
Unrestricted Funds	148,340	236,058	-222,558	-687	161,153
	165,866	406,815	-368,082	0	204,599

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	- 2,048	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.