



Diversity Voice
culture & community



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

Charity Registered in England and Wales Number: 1162019

Diversity Voice

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Diversity Voice

Reference and Administrative Details
For the Year Ended 31 March 2025

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

Structure, Governance and Management

Governing Document

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

Mission

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

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

Recruitment and Appointment of Trustees

All other Trustees served throughout the period.

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

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

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

Organisational Structure

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

Objectives and Activities

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

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

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

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

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

Delivery

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

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

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

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

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

English as an Additional Language (EAL)

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

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

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

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

Community translation and interpreting services

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

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

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

Events to Promote Intercultural Understanding

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

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

Welfare and Other Advice Delivered in Home Languages:

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

Collaboration with Statutory and Voluntary Sector Partners:

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

Equity, Diversity, Inclusion and Belonging (EDIB)

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

Belonging Workshop

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

Focus Areas and Accessibility

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

Challenges and Audits

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

Achievements and Performance

Strategic Realignment and Organisational Transition:

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

Mental Health and Community Engagement

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

Welcome Hubs and Local Integration

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

Broader Sector Collaboration

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

Funding Needs

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

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

Plans For Future Periods

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

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

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

Acquisition

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

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

Financial review

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

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

Principal Funding Sources

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

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

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

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

Investment Policy

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

Reserve Policy

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

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

Trustees' responsibilities in relation to the financial statements

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

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

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

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

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

G Francis
On behalf of The Community Council for Somerset

Diversity Voice

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

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

Responsibilities and basis of report

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

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

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

Independent examiner's statement

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

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

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

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

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

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

Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 18th December 2025

Diversity Voice

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

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

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

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

Diversity Voice
Balance Sheet
As at 31 March 2025

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

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

G Francis
On behalf of The Community Council for Somerset

Diversity Voice

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

1 Accounting Policies

1.1 General information and basis of accounting

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

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

1.2 Income

Recognition of income

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

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

Income with related expenditure

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

Grants and Donations

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

Volunteer Help

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

Investment Income

This is included in the accounts when received.

1.3 Expenditure

Liability Recognition

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

1.4 Tangible fixed assets

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

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

Diversity Voice

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

1.5 Debtors

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

1.6 Cash at bank and in hand

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

1.7 Creditors

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

1.8 Taxation

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

1.9 Irrecoverable VAT

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

1.10 Fund accounting

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

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

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

1.11 Financial instruments

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

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

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

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

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

2 Voluntary income

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

3 Charitable activities income

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

*denotes government grants

4 Charitable expenditure

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

5 Employees and employment costs

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

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

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

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

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

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

6 Tangible fixed assets

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

7 Debtors

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

8 Creditors: Amounts falling due within one year

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

Deferred income

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

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

9 Statement of funds

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

Diversity Voice

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

Statement of funds - prior year

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

INKLEY POINT COMMUNITY FUND

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

OPEN MENTAL HEALTH – WELLBEING PRACTITIONERS

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

OPEN MENTAL HEALTH – EDI CONSULTANCY

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

Diversity Voice

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

OPEN MENTAL HEALTH – PARTNERSHIP BOARD

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

HILDEN TRUST

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

COMMUNITY COUNCIL FOR SOMERSET

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

BIG CONVERSATION

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

HENRY SMITH

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

ANIMATING BRIDGWATER

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

CHARIS – WELCOME HUBS

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

OPEN MENTAL HEALTH – STAKEHOLDER ENGAGEMENT

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

Diversity Voice

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

OPEN MENTAL HEALTH – TRANSLATIONS

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

OPEN MENTAL HEALTH – CAPACITY

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

CHARIS – UKRAINE INTERPRETER

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

WEST/HAMP AND WESTFIELD ESOL

A grant to provide of English language training in Somerset.

10 Analysis of net assets between funds

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

11 Related parties

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