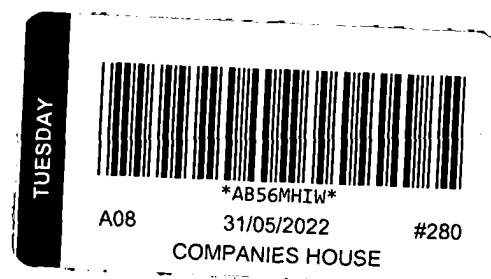


Registered number: 09039080
Charity number: 1163398

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021



KESHET DIVERSITY UK
(A Company Limited by Guarantee)

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KESHET DIVERSITY UK
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2021**

Trustees	A Reisel (resigned 23 November 2021) A Zionts M Jacobs D Shaw (resigned 23 November 2021) B Ellis S Solomon (appointed 14 June 2021) S Shashoua (appointed 16 September 2020) R Moss (appointed 19 July 2021)
Company registered number	09039080
Charity registered number	1163398
Registered office	Regina House 124 Finchley Road London NW3 5JS
Accountants	Nyman Libson Paul LLP Chartered Accountants 124 Finchley Road London NW3 5JS

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report together with the financial statements of the Keshet Diversity UK for the 1 September 2020 to 31 August 2021. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (second edition effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The charity's principal aims and objectives during the period were to promote equality and diversity, to advance education and eliminate discrimination in relation to lesbian, gay, bisexual and transgender (LGBT+) people in particular LGBT+ Jews within the Jewish and wider community. These aims were made possible by the income from charitable activities performed and donations received.

In shaping the objectives of the charity, the trustees have considered the Charity Commission's guidance on public benefit.

b. Volunteers

The charity is grateful for the dedication and commitment of its volunteers who were involved in training and education during the period. It is estimated that 100 hours were provided during the period. If this is conservatively valued at £15 per hour, the volunteer effort amounts to £1,500.

Achievements and performance

a. Review of activities

Donations and Gift Aid received in the period totalled £113,687 (2020: £122,272).

£114,799 (2020: £100,251) was paid out on charitable activities as described in the note 5 to the financial statements.

The charity's resources expended exceeded incoming resources by £1,112 (In 2020 incoming resources exceeded resources expended by £22,021).

The statement of financial position is positive during the period with the main constituent part continuing to be cash reserves. At the reporting date, the charity had cash reserves of £141,990, with general funds of £102,558 and restricted funds of £1,483. These reserves will be used in the future for the objectives of the charity, specifically to increase capacity to develop and deliver charitable activities as well as to mitigate the impact of Covid-19.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Achievements and performance (continued)

b. Summary of charitable activities

KeshetUK has a vision of a world where no one is forced to choose between their LGBT+ and Jewish identity. Our mission is to ensure that Jewish LGBT+ people and their families are included throughout Jewish life in the UK. We engage with schools, youth and young adult organisations, synagogues and wider communal organisations about the importance of LGBT+ inclusion and then enable these institutions to identify their goals in order to become more inclusive of Jewish LGBT+ people and their families.

This year we were challenged to work with constantly changing health regulations because of Covid19, with associated financial uncertainty and the needs of LGBT+ and Jewish communities that were (and are still) weary and heartsick. We have had to reassess how we do our work, what exactly we do, and where we do it. We have worked hard to be agile in response to this pandemic.

Our programming cycle follows the academic year. In the year leading up to 31 August 2021 our highlights included:

- Ensured delivery of workshops and assemblies for our most successful year with school delivery - working with 3,540 students in 3 Jewish secondary schools (aged 11-18 years); just under half of these students had their sessions run by teachers in the school with support from KeshetUK staff;
- Delivered LGBT+ inclusion training to 30 teachers in an Orthodox Jewish secondary school.
- Adapted our programming materials to enable school teachers to deliver KeshetUK content with support from KeshetUK, or for KeshetUK volunteers and staff to run the sessions remotely;
- We delivered LGBT+ inclusion training and sessions for 8 youth movements or organisations for over 250 people;
- Worked with Masorti Judaism, who have secured a grant from the National Lottery Community Fund to work in partnership with KeshetUK. This three-year-long project will work on LGBT+ inclusion across their communities;
- Ran a visioning session for ten members of the newly formed Masorti New North London Synagogue LGBT+ Group and then ran a story-telling workshop for six of their members, of whom three went on to share their stories with the wider community;
- Hosted a session on general LGBT+ inclusion and a focus on trans inclusion for 6 trainee rabbis in their final year of rabbinical school at the Progressive Leo Baeck College;
- Delivered an LGBT+ inclusion 'taster session' for 6 members of staff at the London School of Jewish Studies whose president is Orthodox Chief Rabbi Mirvis;
- Ran a 'conversation with KeshetUK' session for the Liberal Finchley Progressive Synagogue to 20 members specifically focusing on language, kind conversations, and trans inclusion.
- Ran a session for the student summit of the Council of Christians and Jews8, participating in a panel on the impact of faith-based student societies and how they can support their LGBT+ members;
- Trained 8 members of the JW39 Senior Leadership Team, followed by training for 10 members of their Programming team;
- Took part in an interfaith session run by Hidayah13, Sarbat Sikhs14 and House of Rainbow15 and KeshetUK. We created an online space for LGBT+ people of faith to talk about their relationship to their faith and mind, body and soul;
- Ran a panel Experiences of so-called Conversion Therapy: Panel for the UK Jewish community with over 100 people joining to watch it.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Achievements and performance (continued)

A priority for us has been to ensure the sustainability of KeshetUK. We have moved closer to this through working on growing our trustee board and we are delighted that to welcome three new trustee board members:

- Stephen Shashoua is a programme designer, trainer and capacity-building specialist working at the intersections of the arts, identity and culture in order to promote better social relations and inclusion.
- Simon Solomon has an MBA from Cass Business school and has worked for 25 years in the technology sector in a number of commercial and business development roles and also as an investor in several enterprises.
- Robin Moss worked professionally in the Jewish community for many years, including almost a decade at UJIA, he is now the Chief Executive of Unitas (Barnet Youth Zone), a purpose-built facility in Burnt Oak providing high-quality activities and support to young people in Barnet from the ages of 9 to 18.

Financial review

a. Going concern

Writing in February 2022, it is easier for us to now understand some of the impact of Covid-19 on KeshetUK than it was at the end of the period described in this report. This includes some of our regular donations being cancelled or grants being limited. We continue to take steps to mitigate the risks and maximise the benefit to our beneficiaries during this period.

Our programming prior to the pandemic was based on ace-to-face delivery which had to completely stop in the early phases. We reintroduced face-to-face delivery in the latter half of 2021, going back into schools to deliver face-to-face programming. We have worked closely with stakeholders, including schools and youth organisations, to explore where we can deliver our work using alternative formats, and to explore the likely take up of our charitable offer through 2021-22. Our delivery levels are now returning their pre-pandemic levels, and interest in our services continues to grow. Nevertheless, activity targets for 2021-22 remain uncertain, as we anticipate uncertainty from the organisations and institutions who we deliver services to or partner with, with consequent cancellations or rescheduling of our programming at short notice.

The impact of Covid-19 may adversely impact our funding over the coming few years. Reduced or uncertain activity may lower our attractiveness to some funders. The large multi-year grants that form the backbone of our funding are partially confirmed for 2021/22, but some major donors commitments are up for renewal. We will need to work hard to secure further cycles of these awards, as well as building new donor relationships, and being cautious with our spending. Our strategic plan continues to attract new donors. In September 2021 we launched our Community Life Programme to work with community organisations and synagogues. Core funding for three years for this has come from two new funders who are excited by the potential impact.

We also expect a fall in individual giving, reflecting the financial difficulties many will face this year, which will be felt by our supporters. We are fortunate to have built up adequate unrestricted reserves which will help us through this period of uncertainty.

The Trustees therefore expect the charity to have enough resources to remain in existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

b. Reserves policy

The Directors have established a reserves policy in order to provide financial stability for 3 months' salary, any redundancy pay due and 10% of our annual running costs as a buffer. At the reporting date, unrestricted reserves are £102,558 and would cover almost 11 months' expenditure on the basis of the 2020-21 performance, which exceeds the amount required with the current reserves policy.

c. Principal funding

The charity is principally funded by donations.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 9 May 2014.

The charity is constituted under a Memorandum of Association dated 9 May 2014 and is a registered charity number 1163398.

The charitable company was incorporated on 14 May 2014 at Companies House.

The principal object of the charity is to provide to promote equality and diversity, advance education and eliminate discrimination in relation to lesbian, gay, bisexual and transgender (LGBT) people in particular LGBT Jews within the Jewish and wider community by such means as the trustees from time to time decide.

b. Methods of appointment or election of Trustees

Three new Trustees were appointed during the year. The Trustees who served during the year were:

B M Ellis
A M Reisel (resigned on 23 November 2021)
D Shaw (resigned on 23 November 2021)
A Zionts
M Jacobs
R Moss (appointed on 19th July 2021)
S Shashoua (appointed on 16th September 2020)
S J Solomon (appointed on 14th June 2021)

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution. Under the constitution Trustees are appointed for three years. One third of the Trustees retire annually and are eligible for re-appointment.

No Trustee received any remuneration for services as a trustee during the year.

No Trustee had any beneficial interest in any contract with the charity during the year.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, governance and management (continued)

c. Policies adopted for the induction and training of Trustees

Existing Trustees brief new Trustees on the charity's aims and objectives. They are given a copy of the charity's constitution as well as the latest financial statements. They are also given literature about the charity, familiarised with our policies, and are directed towards the charity's website. This enables the Trustees to fulfil their role in line with the Charities Act 2011.

d. Risk management

The Trustees have assessed the major risks to which the charity is exposed. In particular those related to the operations and finances of the charity, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks, including:

Risk 1: Rising demand outstrips our capacity to deliver programming. This is mitigated through good communication with those we work with, reviewing how we work to ensure we are working effectively and fundraising to add any necessary new capacity, and building volunteer capacity.

Risk 2: Lack of sufficient funds. This is mitigated through our fundraising strategy including prioritising long-term regular donations, attracting major donors, expanding our grant writing, exploring further opportunities to increase trading income, and cautiousness during the Covid-19 pandemic to ensure our longer term stability.

Risk 3: Insufficient volunteer recruitment and retention affecting KeshetUK's ability to deliver its activities. This is mitigated through our volunteer recruitment, engagement and development activities, with a named volunteer coordinator and considering a trustee with specific responsibility for volunteer development.

Risk 4: Volunteer or staff burnout at all levels in the organisation, including leadership. This is mitigated by prioritising activities so non-essential/non-urgent can be postponed or held, spreading workload across the widest team possible, and through debriefing and support activities. We also have one trustee who supports on HR issues specifically, and have contracted externally for expert human resources support.

Risk 5: Inappropriate volunteer or staff behaviour which could result in harm to vulnerable people or create reputational risk. This risk is minimised through implementing our safeguarding policy, regular training opportunities for volunteers/staff, avoiding unsupervised working with potentially vulnerable people; volunteers/staff working in pairs/groups wherever possible; and supervision and mentoring of newer volunteers/staff by more experienced volunteers/staff.

Risk 6: Impact of Covid-19 outbreak. This has become easier to quantify as time has passed. However, we are still unsure about the economic impact on our funders and how this may affect us. We are trying to manage this risk through close engagement with our major donors and audiences for our work, and where possible adapting our content and delivery to the evolving situation.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Plans for future periods

We will need to return to having a physical office space, which we have not maintained during Covid-19. This will bring together our staff, many of whom are new to KeshetUK, and help support teamworking and creativity, while providing space for external in-person meetings. Over 2020/21, we already have commitment from the secondary schools we work with and interest from community organisations and synagogues for more in-depth work. We are aware that the demands of Covid-19 on our stakeholders means we need to be able to adapt to their requirements more than ever, often with short notice. In 2021/22, two of our three founder Trustees will step down from the board. Our third founder Trustee will step down from their role as Chair, and remain on the board to support the transition.

The focus for 2021-22 and onwards will therefore be to:

- Continue to grow and develop the Trustee Board to bring in additional skills and capacity to support governance and strategic development, while recruiting a new permanent Chair;
- Finalise the refresh of our strategy, extending it out to 2026;
- Increase income generation, focusing on increasing the number of successful applications to trusts and foundations and strengthening relationships with current and future individual donors;
- Recruit and support volunteers who can add to our delivery capacity;
- Further develop our Community Life Programme.

These priorities may have to shift because of the impact of Covid-19, and the Trustees will regularly review these and may decide to limit or adapt the Charity's plans for the next financial year as the impact of Covid-19 becomes clearer.

Members' liability

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Statement of Trustees' responsibilities

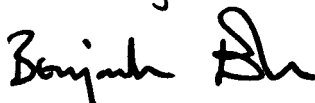
The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

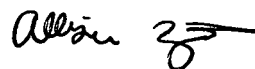
Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on
25 May 2022
and signed on their behalf by:


B M Ellis
(Trustee)


A Zionts
(Trustee)

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2021**

Independent Examiner's Report to the Trustees of Keshet Diversity UK ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 August 2021.

Responsibilities and Basis of Report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Nyman Libson Paul

Isabella Segal FCA

25 May 2022

Nyman Libson Paul LLP
Chartered Accountants
124 Finchley Road
London
NW3 5JS

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	104,752	8,935	113,687	122,272
Total income		<u>104,752</u>	<u>8,935</u>	<u>113,687</u>	<u>122,272</u>
Expenditure on:					
Charitable activities	4	101,817	12,982	114,799	100,251
Total expenditure		<u>101,817</u>	<u>12,982</u>	<u>114,799</u>	<u>100,251</u>
Net movement in funds		<u>2,935</u>	<u>(4,047)</u>	<u>(1,112)</u>	<u>22,021</u>
Reconciliation of funds:					
Total funds brought forward		99,623	5,530	105,153	83,132
Net movement in funds		2,935	(4,047)	(1,112)	22,021
Total funds carried forward		<u>102,558</u>	<u>1,483</u>	<u>104,041</u>	<u>105,153</u>

The notes on pages 12 to 22 form part of these financial statements.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)
REGISTERED NUMBER: 09039080

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	9	413	541
Current assets			
Debtors	10	3,278	1,590
Cash at bank and in hand		141,990	104,548
		<u>145,268</u>	<u>106,138</u>
Creditors: amounts falling due within one year	11	(41,640)	(1,526)
Net current assets		<u>103,628</u>	<u>104,612</u>
Total net assets		<u><u>104,041</u></u>	<u><u>105,153</u></u>
Charity funds			
Restricted funds	12	1,483	5,530
Unrestricted funds	12	102,558	99,623
Total funds		<u><u>104,041</u></u>	<u><u>105,153</u></u>

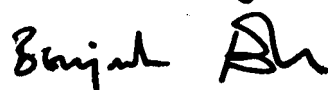
The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

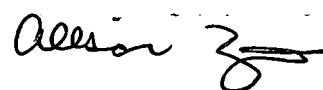
The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 25 May 2022 and signed on their behalf by:


B M Ellis
(Trustee)


A Zionts
(Trustee)

The notes on pages 12 to 22 form part of these financial statements.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. General information

Keshet Diversity UK is a charitable company limited by guarantee and registered in England and Wales. Its registered office is Regina House, 124 Finchley Road, London, NW3 5JS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) (Second edition - October 2019) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

2.2 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Charitable activities and Governance costs are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.4 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	- 3 years straight line depreciation
------------------	--------------------------------------

2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.9 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

2. Accounting policies (continued)

2.10 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Income from donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Donations and grants	100,360	8,935	109,295
Government grants	485	-	485
Other incoming resources	3,907	-	3,907
	<u>104,752</u>	<u>8,935</u>	<u>113,687</u>
	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Donations and grants	94,050	9,617	103,667
Government grants	11,710	-	11,710
Similar incoming resources	6,895	-	6,895
	<u>112,655</u>	<u>9,617</u>	<u>122,272</u>

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

4. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Charitable activities	101,817	12,982	114,799

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Charitable activities	82,403	17,848	100,251

5. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Charitable activities	280	114,519	114,799

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Charitable activities	-1,265	98,986	100,251

KESHET DIVERSITY UK
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

6. Independent examiner's remuneration

	2021 £	2020 £
Fees payable to the Company's independent examiner for all services during the financial year	-	253

7. Staff costs

	2021 £	2020 £
Wages and salaries	92,021	86,208
Social security costs	5,286	4,437
Pension costs	1,961	1,639
	<u>99,268</u>	<u>92,284</u>

The average number of persons employed by the Company during the year was as follows:

	2021 No.	2020 No.
Employees	<u>3</u>	<u>3</u>

No employee received remuneration amounting to more than £60,000 in either year.

During the period, key management personnel received total emoluments of £99,268 (2020: £92,284).

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8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

9. Tangible fixed assets

	Office equipment £
Cost or valuation	
At 1 September 2020	1,715
Additions	181
At 31 August 2021	<u>1,896</u>
Depreciation	
At 1 September 2020	1,174
Charge for the year	309
At 31 August 2021	<u>1,483</u>
Net book value	
At 31 August 2021	<u><u>413</u></u>
At 31 August 2020	<u><u>541</u></u>

10. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	2,725	-
Other debtors	170	1,218
Prepayments and accrued income	383	372
	<u><u>3,278</u></u>	<u><u>1,590</u></u>

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11. Creditors: Amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	1,140	1,526
Accruals and deferred income	40,500	-
	<u>41,640</u>	<u>1,526</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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12. Statement of funds

Statement of funds - current year

	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
Unrestricted funds				
General Funds - all funds	99,623	104,752	(101,817)	102,558
Restricted funds				
Shoresh	2,000	1,483	(2,000)	1,483
Future Funds - LGBT+ Consortium	3,530	-	(3,530)	-
The Children's Aid Committee	-	7,452	(7,452)	-
	<u>5,530</u>	<u>8,935</u>	<u>(12,982)</u>	<u>1,483</u>
Total of funds	<u>105,153</u>	<u>113,687</u>	<u>(114,799)</u>	<u>104,041</u>

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12. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Unrestricted funds				
General Funds - all funds	69,371	112,655	(82,403)	99,623
Restricted funds				
Jewish Youth Fund	1,250	-	(1,250)	-
Oxford and St Georges	8,000	-	(8,000)	-
Shoresh	981	2,000	(981)	2,000
Future Funds - LGBT+ Consortium	3,530	-	-	3,530
The Children's Aid Committee	-	7,617	(7,617)	-
	13,761	9,617	(17,848)	5,530
Total of funds	83,132	122,272	(100,251)	105,153

13. Summary of funds

Summary of funds - current year

	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
General funds	99,623	104,752	(101,817)	102,558
Restricted funds	5,530	8,935	(12,982)	1,483
	105,153	113,687	(114,799)	104,041

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**NOTES TO THE FINANCIAL STATEMENTS
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13. Summary of funds (continued)

Summary of funds - prior year

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
General funds	69,371	112,655	(82,403)	99,623
Restricted funds	13,761	9,617	(17,848)	5,530
	<u>83,132</u>	<u>122,272</u>	<u>(100,251)</u>	<u>105,153</u>

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	413	-	413
Current assets	143,785	1,483	145,268
Creditors due within one year	(41,640)	-	(41,640)
Total	<u>102,558</u>	<u>1,483</u>	<u>104,041</u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	541	-	541
Current assets	100,608	5,530	106,138
Creditors due within one year	(1,526)	-	(1,526)
Total	<u>99,623</u>	<u>5,530</u>	<u>105,153</u>

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15. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £1,961 (2020: £1,639). Contributions totalling £NIL (2020: £NIL) were payable to the fund at the balance sheet date and are included in creditors.