

Registered number: 09039080  
Charity number: 1163398

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**KESHET DIVERSITY UK**  
(A Company Limited by Guarantee)

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**UNAUDITED**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**



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**KESHET DIVERSITY UK**  
**(A Company Limited by Guarantee)**

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**KESHET DIVERSITY UK**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES  
AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2024**

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**Trustees**

S Saffer  
E Rose  
E Berteen (resigned 1 May 2025)  
S Solomon  
R Moss  
Dr J Ziff (appointed 5 March 2024)  
M Lewis, (appointed 18 June 2024)  
M Jacobs (resigned 5 December 2023)  
S Shashoua (resigned 17 September 2024)

**Company registered  
number** 09039080

**Charity registered  
number** 1163398

**Registered office** Devonshire House  
582 Honeypot Lane  
Stanmore  
HA7 1JS

**Accountants** Simia Wall LLP  
Chartered Accountants  
582 Honeypot Lane  
Stanmore  
HA7 1JS

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**KESHET DIVERSITY UK**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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The Trustees present their annual report together with the financial statements of Keshet Diversity UK for the financial year 1 September 2023 to 31 August 2024. 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 15 volunteers who were involved in training and education during the period.

**Achievements and performance**

**a. Review of activities**

Donations, Gift Aid received and other income in the period totalled £197,207 (2023: £183,255).

£203,831 (2023: £187,606) 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 £6,625 (In 2023 resources expended exceeded incoming resources by £4,351)

The balance sheet 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 £38,431, with general funds of £68,601 and no restricted funds. These reserves will be used in the future for the objectives of the charity, specifically to increase capacity to develop and deliver charitable activities.

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**KESHET DIVERSITY UK**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**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.

It has been an extremely challenging year for the Jewish community. Last year was our first since 2019 with no pandemic impact, but the events of 7 October 2023 and the aftermath meant that for much of the year the Jewish community was processing how to support each other, and this meant that some of KeshetUK's programming was slowed down. Given this, we are incredibly proud that we have been able to achieve almost all our strategic goals.

In 2023/24, in schools we:

- Delivered workshops and assemblies for over 3,950 pupils from five Jewish secondary schools, ten secondary school Jewish societies, and five Jewish primary schools.
- Ran training for 73 secondary school staff, including ten teachers from a number of different schools via a teacher training programme run by the London School of Jewish Studies.
- Worked with a group of Year 12 pupils at JCoSS as part of their 'Ambassador' training programme,
- Partnered with UJIA to deliver workshops as part of the JAMS programme, using a menu of KeshetUK workshops created specifically for Jewish Societies in non-Jewish secondary schools. We delivered JAMS workshops to more than 220 pupils across ten schools, including one in Glasgow.
- Supported staff in a number of schools (both Jewish and non-Jewish) to develop lesson content and pastoral approaches to improve inclusion for Jewish LGBT+ pupils.

We also delivered LGBT+ inclusion training and sessions to nine youth movements/ groups, including:

- 51 Habonim Dror leaders as part of their pre-summer-camp training.
- 64 FZY leaders and 59 FZY participants as part of their term-time young leadership programme.
- 3 Noam staff and youth leaders who received training on a number of aspects of LGBT+ inclusion as part of a wider communal awareness programme, and 25 leaders as part of their pre-summer-camp training.
- 5 Bnei Akiva leaders as part of their training for leading Israel Tour.
- 5 BBYO members as part of their training for leading Europe Tour, and 10 members as part of their pre-summer-camp training.

Our work with synagogues, communities and rabbis in 2023/24 included training for:

- 16 Norwood Staff Members
- 13 Jewish Care senior leadership staff
- Nine members of senior leadership staff at Limmud
- Ran training, a focus group and social spaces for over 80 people at Limmud Festival
- Nine members of staff from New Stoke Newington Synagogue and ten members of staff from New London Synagogue

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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- Eight members of staff and gave a talk to 19 Trustees of Belsize Square Synagogue
- 13 members of staff from Masorti Judaism and Noam
- Created a session for the Jewish Leadership Council's International Women's Day event – the second year in a row that we have been invited to be a part of this event

In our communities across the UK, we also:

- Continued our listening campaign, making new connections with Rabbis across the country, including three communities in Manchester
- Delivered a D'var Torah for East London and Essex Liberal Synagogue as part of their Pride Shabbat as well as at Edgware and Hendon Reform Synagogue
- Supported Masorti communities to be more inclusive of Jewish LGBT+ people and their families, as part of the third year of our partnership with three years of funding from the National Lottery
- Ran our first session for six parents and carers in Scotland, bringing together people from a range of religious affiliations living in and around Edinburgh
- Ran a parent/carer 'taster' training session at Limmud, for 13 participants
- Ran two online educational sessions for two parents, carers and family members of LGBT+ people

#### **Financial review**

##### **a. Going concern**

This year KeshetUK continued to operate against the backdrop of the 'cost of living crisis' coupled with significant changes in the grant making landscape and the impact of 7 October on Jewish charitable giving. This resulted in some regular donations reducing, grants being reduced or cut altogether and increasing staff salaries to ensure staff did not lose out in real terms. Alongside these challenges, like many organisations many other costs rose due to high inflation. We continue to take steps to mitigate the risks and maximise the benefit to our beneficiaries during this period.

We have a lot of work to do in 2024/25 as some of our reserved funding is coming to an end and inflation remains high, even though it is falling. The delivery of education and training is now higher than pre-pandemic levels, and interest in our services continues to grow.

We will need to work hard to secure further renewal of funding, as well as building new donor relationships, and being cautious with our spending. We have plans in place to increase individual giving and income via fundraising campaigns and monetisation of some programme elements to help contribute toward our financial sustainability. We need to balance this approach to ensure that finance is never a barrier to any organisation wishing to engage with us.

The Trustees 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.

##### **b. Reserves policy**

The charity previously had a reserves policy of holding funds equivalent to six months expenditure. The Directors have established a new reserves policy in March 2025 that requires the charity to hold reserves equivalent to 4-6 months' expenditure. At the reporting date, unrestricted reserves are £68,601 and would cover over four months' expenditure.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**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 14 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**

The Trustees who served during the year were:

S Saffer  
E Rose  
E Berdeen (resigned 1 May 2025)  
S Solomon  
R Moss  
Dr J Ziff (appointed 5 March 2024)  
M Lewis, (appointed 18 June 2024)  
M Jacobs (resigned 5 December 2023)  
S Shashoua (resigned 17 September 2024)

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.

**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.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**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 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 the 'cost of living' crisis. 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.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Plans for future periods**

In 2023/24 we began to deliver our new five-year strategy, welcome two new members of staff and new members of our Trustee Board. During 2023/24 we said goodbye to two Trustees, Michelle Jacobs left us in December 2023 after three and a half years on our board and Stephen Shashoua stepped down in September 2024 after four years. We thank them both for their dedication and commitment to KeshetUK throughout their time with us.

We welcomed Dr Jo Ziff and Matt Lewis in March and June 2024 respectively, taking up the roles of Monitoring and Evaluation Lead and Treasurer. Both bring substantial expertise and have enhanced KeshetUK's governance capacity.

Our first Executive Director, Dalia Fleming, left KeshetUK at the start of the summer. Dalia had been our Executive Director since 2017 and had been a volunteer with us since we first started, even before we were a charity, in 2012/13. Dalia was an inspiring and exceptional leader of KeshetUK. Following an extensive recruitment process, the Board of Trustees appointed Ariel Chapman to the post of Executive Director and Ariel joined us full time in October 2024.

Ariel Chapman joins us as an inclusion and diversity specialist with nearly a decade of experience across multiple sectors. His extensive background includes work on national and international education research projects, such as peace education initiatives in Israel, as well as leadership roles within higher education. Ariel has also served as an Associate Lecturer, focusing on topics like LGBT+ inclusion in education and the impact of antisemitism in schools. In recent years, he has supported numerous national and global organisations in fostering more inclusive cultures.

The focus for 2024/25 and onwards will be to:

- Improve financial sustainability as an organisation to safeguard our future. This includes regular reforecasting, increasing the number of successful grant applications, monetisation of elements of our work and increased fundraising campaigns.
- Recruit and support volunteers who can add to our delivery capacity
- Further develop our Community Life Programme
- Develop our approach to communications including improved digital presence to showcase the impact of our work and attract funders
- Expanding our programming to ensure we are reaching all areas of the UK with an initial focus on communities in Manchester and Leeds

These priorities will be regularly reviewed by the Trustees and they may decide to limit or adapt the Charity's plans for the next financial year.

**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.

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**KESHET DIVERSITY UK**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Statement of Trustees' responsibilities**

The Trustees (who are also the Directors of the Company for the purposes of company law) are responsible for preparing Kingdom the Trustees' Report and the financial statements in accordance with applicable law and United 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 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 material whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any 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 Company's Trustees are transactions responsible for keeping adequate accounting records that are sufficient to show and explain 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 of fraud and other irregularities.

Approved by order of the members of the Board of Trustees on 23/5/25 and signed on their behalf by:



**R Moss**  
Chair of the Board of Trustees

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**KESHET DIVERSITY UK**  
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**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**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 2024.

**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.

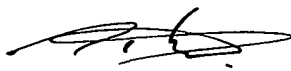
**Independent Examiner's Statement**

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.



Nicholas Fisher  
Simia Wall LLP  
Chartered Accountants  
Devonshire House  
582 Honeypot Lane  
Stanmore  
Middlesex HA7 1JS

Date: 23/05/25

**KESHET DIVERSITY UK**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations, legacies & interest	3	75,899	121,308	197,207	183,255
<b>Total income</b>		<u>75,899</u>	<u>121,308</u>	<u>197,207</u>	<u>183,255</u>
<b>Expenditure on:</b>					
Charitable activities	4	63,952	139,879	203,831	187,606
<b>Total expenditure</b>		<u>63,952</u>	<u>139,879</u>	<u>203,831</u>	<u>187,606</u>
<b>Net movement in funds</b>		<u>11,946</u>	<u>(18,571)</u>	<u>(6,625)</u>	<u>(4,351)</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward		56,655	18,571	79,577	79,577
Net movement in funds		11,946	(18,571)	(6,625)	(4,351)
<b>Total funds carried forward</b>		<u>68,601</u>	<u>0</u>	<u>68,601</u>	<u>75,226</u>

The notes on pages 14 to 24 form part of these financial statements.

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

**BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	8	0	604
<b>Current assets</b>			
Debtors	9	36,054	21,788
Cash at bank and in hand		38,431	99,883
		<u>74,485</u>	<u>121,671</u>
Creditors: amounts falling due within one year	10	(5,884)	(47,049)
<b>Net current assets</b>		<u>68,601</u>	<u>74,622</u>
<b>Total net assets</b>		<u><u>68,601</u></u>	<u><u>75,226</u></u>
<b>Charity funds</b>			
Restricted funds	11	0	18,571
Unrestricted funds	11	68,601	56,655
<b>Total funds</b>		<u><u>68,601</u></u>	<u><u>75,226</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 and signed on their behalf by:



**R Moss**  
Chair of the Board of Trustees

The notes on pages 14 to 24 form part of these financial statements.

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**KESHET DIVERSITY UK**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. General information**

Keshet Diversity UK is a charitable company limited by guarantee and registered in England and Wales. Its registered office is Devonshire House, 582 Honeypot Lane, Stanmore, HA7 1JS.

**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.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**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
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**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**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**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 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations and grants	72,372	121,308	193,680
Other incoming resources	2,201	-	2,201
Interest on surplus cash funds	1,326	-	1,326
	<u>75,899</u>	<u>121,308</u>	<u>197,207</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations and grants	121,548	56,791	178,339
Other incoming resources	4,916	-	4,916
	<u>126,464</u>	<u>56,791</u>	<u>183,255</u>



**KESHET DIVERSITY UK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**4. Analysis of expenditure on charitable**

**Activities summary by fund type**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Charitable activities	63,952	139,879	203,831

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Charitable activities	140,526	47,080	187,606

**5. Analysis of expenditure by activities**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Charitable activities	6,628	197,203	203,831

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Charitable activities	4,637	182,969	187,606

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**5. Analysis of expenditure by activities**

**(continued) Analysis of direct costs**

	Activities 2024 £	Total funds 2024 £
Staff and volunteer expenses	6,628	6,628

	Activities 2023 £	Total funds 2023 £
Staff and volunteer expenses	4,637	4,637

**Analysis of support costs**

	Activities 2024 £	Total funds 2024 £
Staff costs	163,539	163,539
Depreciation	604	604
Telephone and internet	428	428
Stationery and printing	993	993
Subscriptions	1,542	1,542
Insurance	590	590
Legal and professional fees	7,773	7,773
Accountancy	3,000	3,000
Advertising and marketing	834	834
Staff training	1,264	1,264
Rent	16,636	16,636
	<u>197,203</u>	<u>197,203</u>

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**5. Analysis of expenditure by activities (continued)**

**Analysis of support costs (continued)**

	Activities 2023 £	Total funds 2023 £
Staff costs	154,418	154,418
Depreciation	777	777
Telephone and internet	425	425
Bank charges	487	487
Sundry costs	418	418
Subscriptions	835	835
Insurance	472	472
Legal and professional fees	3,466	3,466
Accountancy	3,000	3,000
Advertising and marketing	876	876
IT Costs	674	674
Staff training	1,542	1,542
Rent	15,579	15,579
	<u>182,969</u>	<u>182,969</u>

**6. Staff costs**

	2024 £	2023 £
Wages and salaries	149,291	141,224
Social security costs	10,686	9,683
Pension costs	3,562	3,511
	<u>163,539</u>	<u>154,418</u>

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

	2024 No.	2023 No.
Employees	<u>4</u>	<u>4</u>

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

During the period, key management personnel received total emoluments of £163,539 (2023: £154,418)

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**7. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 - £NIL).

**8. Tangible fixed assets**

	Office equipment £
<b>Cost or valuation</b>	
At 1 September 2023	3,707
At 31 August 2024	<u>3,707</u>
<b>Depreciation</b>	
At 1 September 2023	3,103
Charge for the year	604
At 31 August 2024	<u>3,707</u>
<b>Net book value</b>	
At 31 August 2024	<u>0</u>
At 31 August 2023	<u>604</u>

**9. Debtors**

	2024 £	2023 £
<b>Due within one year</b>		
Trade debtors	35,510	21,249
Prepayments and accrued income	544	539
	<u>36,054</u>	<u>21,788</u>

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**10. Creditors: Amounts falling due within one year**

	2024	2023
	£	£
Other taxation and social security	2,370	3,549
Accruals and deferred income	3,514	43,500
	<u>5,884</u>	<u>47,049</u>

**11. Statement of funds**

**Statement of funds - current year**

	Balance at 1 September 2023 £	Income £	Expenditure £	Balance at 31 August 2024 £
<b>Unrestricted funds</b>				
General Funds - all funds	56,655	79,899	(67,953)	68,601
<b>Restricted funds</b>				
Shoresh	3,481	1,981	(5,462)	-
All Aboard - Education	-	2,000	(2,000)	-
Jewish Youth Fund	-	3,000	(3,000)	-
Masorti Judaism	-	1,932	(1,932)	-
The Children's Aid Committee	-	13,333	(13,333)	-
The Childwick Trust	5,000	-	(5,000)	-
Oxford & St George's Jewish Youth Trust	3,000	6,000	(9,000)	-
Charles and Lynn Schusterman Family Philanthropies	-	48,562	(48,562)	-
Greenbaum Family Foundation	3,545	20,500	(24,045)	-
The Little Butterfly Foundation	-	4,000	(4,000)	-
Other restricted funds	3,545	20,000	(23,545)	-
	<u>18,571</u>	<u>121,308</u>	<u>(139,879)</u>	<u>-</u>
<b>Total of funds</b>	<u>75,226</u>	<u>197,207</u>	<u>(203,832)</u>	<u>68,601</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**11. Statement of funds (continued)**

**Statement of funds - prior year**

	Balance at			Balance at
	1 September	Income	Expenditure	31 August
	2022			2023
	£	£	£	£
<b>Unrestricted funds</b>				
General Funds - all funds	70,717	126,464	(140,526)	56,655
<b>Restricted funds</b>				
Shoresh	1,500	1,981	-	3,481
All Aboard – Education	-	500	(500)	-
Masorti Judaism	-	3,810	(3,810)	-
LGBT Consortium	-	1,000	(1,000)	-
The Childwick Trust	-	5,000	-	5,000
Oxford & St George's Jewish Youth Trust	-	4,000	(1,000)	3,000
Greenbaum Family Foundation	3,680	20,500	(20,635)	3,545
Other restricted funds	3,680	20,000	(20,135)	3,545
	8,860	56,791	(47,080)	18,571
<b>Total of funds</b>	<b>79,577</b>	<b>183,255</b>	<b>(187,606)</b>	<b>75,226</b>

**12. Summary of funds**

**Summary of funds - current year**

	Balance at 1			Balance at
	September	Income	Expenditure	31 August
	2023			2024
	£	£	£	£
General funds	56,655	75,899	(63,953)	68,601
Restricted funds	18,571	121,308	(139,879)	0
	75,226	197,207	(203,832)	68,601

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**12. Summary of funds (continued)**

**Summary of funds - prior year**

	Balance at 1 September 2022 £	Income £	Expenditure £	Balance at 31 August 2023 £
General funds	70,717	126,464	(140,526)	56,655
Restricted funds	8,860	56,791	(47,080)	18,571
	<u>79,577</u>	<u>183,255</u>	<u>(187,606)</u>	<u>75,226</u>

**13. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	-
Current assets	74,485	-	74,485
Creditors due within one year	(5,884)	-	(5,884)
<b>Total</b>	<u>68,601</u>	<u>-</u>	<u>68,601</u>

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	604	-	604
Current assets	103,100	18,571	121,671
Creditors due within one year	(47,049)	-	(47,049)
<b>Total</b>	<u>56,655</u>	<u>18,571</u>	<u>75,226</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**14. 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 £3,562 (2023: £3,511). Contributions totalling £514 (2023: £NIL) were payable to the fund at the balance sheet date and are included in creditors.