

# THE DIVERSITY PROJECT CHARITY

England & Wales · Charity number 1179435

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2018-08-02

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** The Diversity Project Charity  
Grant Harrod Lerman Davis Llp  
Healthaid House  
Marlborough Hill  
Harrow  
HA1 1UD

**Phone** 07981 805085

**Email** [info@diversityprojectcharity.org](mailto:info@diversityprojectcharity.org)

**Website** [Diversityprojectcharity.org](http://Diversityprojectcharity.org)

## Activities

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**Objects:** THE OBJECT OF THE CIO IS TO ADVANCE SUCH CHARITABLE PURPOSES (ACCORDING TO THE LAW OF ENGLAND AND WALES) AS THE TRUSTEES SEE FIT FROM TIME TO TIME

**Activities:** Charity established to support Diversity, Inclusion and Social Mobility

## Classification

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- **How:** Makes Grants To Organisations, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups

## Geography

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- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£5,705	£13,068	-	-
2024-03-31	£7,547	£2,159	-	-
2023-03-31	£1,961	£1,405	-	-
2022-03-31	£6,282	£11,543	-	-
2021-03-31	£6,582	£54,191	-	-

## Trustees

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Name	Role	Appointed
Amanda Joy Pullinger		2025-02-27
Chris Gray		2021-01-25
Deepa Krishnamachari		2021-05-19
Laura O'Shea		2023-09-15
Lucy Ring		2023-03-01

**THE DIVERSITY PROJECT CHARITY**

England & Wales - Charity number 1179435

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# Accounts

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**Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 March 2025  
for  
The Diversity Project Charity**

**Grant Harrod Lerman Davis LLP  
Chartered Accountants  
Second Floor, Kirkland House  
11-15 Peterborough Road  
Harrow  
Middlesex  
HA1 2AX**

**The Diversity Project Charity**

**Contents of the Financial Statements  
for the year ended 31 March 2025**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 2
<b>Independent Examiner's Report</b>	3
<b>Statement of Financial Activities</b>	4
<b>Balance Sheet</b>	5
<b>Notes to the Financial Statements</b>	6 to 9

**The Diversity Project Charity**  
**Report of the Trustees**  
**for the year ended 31 March 2025**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

During 2024/25 the Charity continued to focus on supporting charities with social mobility, diversity and inclusivity aims with particular emphasis on the Financial Services industry. This remains the objective for 2025/26.

**Public benefit**

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

**Grantmaking policy**

The Diversity Project Charity (TDPC) channels charitable donations to initiatives which will drive improved Diversity, Equity and Inclusion (DEI) in the financial services industry and wider society.

Funds are limited and it is the trustees' responsibility to allocate funds based on the priorities of TDPC.

**ACHIEVEMENTS AND PERFORMANCE**

**Grants Awarded**

The year has been one of consolidation for the charity, with no grants awarded and no fundraising undertaken. We have continued to review the way we operate and our cost base.

We have though been working with others to award grants in 2024/25, and reviewing our social media presence to ensure that we are well equipped to provide support in the future.

**Fundraising**

No specific fund-raising programme was undertaken by the charity. The Trustees are now reviewing their social media presence and considering the way forward for 2024/25. New trustees have been appointed during the year who have particular experience in fund raising who will support the effort.

**FINANCIAL REVIEW**

**Investment policy**

The Charity's investment policy at this stage is generally to retain reserve funds as cash so that there is the flexibility to support urgent immediate needs, and not to make longer term investments.

The Charity had a subsidiary to facilitate trading activities for its fund raising. There were no activities through the subsidiary in recent years and on 6th December 2023 it became a dormant company.

Having taken advice, and whilst noting that the subsidiary has no assets or liabilities on its balance sheet, the trustees have determined not to amend the accounting basis for their valuation in the company from the existing cost basis. This will though be reviewed in the coming financial year as the future of the subsidiary is decided by its directors.

**Reserves policy**

The Trustees will aim to hold sufficient reserves to allow the charity to give support to beneficiaries as and when the need arises. They are aware of the requirement to keep reserves under review.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

**The Diversity Project Charity**  
**Report of the Trustees**  
**for the year ended 31 March 2025**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Structure, Governance and Management**

The Diversity Project Charity is a Charitable Incorporated Organisation ('CIO'), registered number 1179435, governed by a Foundation document dated 2 August 2018.

The Trustees are actively involved in the CIO. The existing Trustees have a policy to look for new trustees, identifying necessary skill sets and experiences as required. The Trustees seek to appoint any new Trustees in line with their objectives of inclusion and diversity with the objective of combining skills, experiences and approaches to create an effective Trustee Board. Trustee role specifications are created taking account of the need to promote diversity and advertised as appropriate. When new trustees join, they are given an informal introduction to their role within the Trust and their legal responsibilities.

**Risk assessment**

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**

1179435

**Principal address**

Peterborough Road  
Harrow  
HA1 2AX

**Trustees**

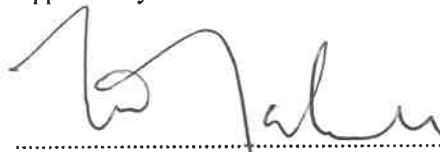
Chris Gray  
Martina Jersakova (resigned 14.7.2025)  
Deepa Krishnamachari  
Lee Marshall  
Giles Parsons (resigned 19.9.2025)  
Chloe Taylor (resigned 1.2.2025)  
Lucy Ring  
Amanda Joy Pullinger (appointed 27.2.2025)  
Varsha Chilka (appointed 27.2.2025)  
Laura O'Shea

**Independent Examiner**

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
Second Floor, Kirkland House  
11-15 Peterborough Road  
Harrow  
Middlesex  
HA1 2AX

*16 December 2025*

Approved by order of the board of trustees on ..... and signed on its behalf by:

  
.....  
Lee Marshall - Trustee

**Independent Examiner's Report to the Trustees of  
The Diversity Project Charity**

**Independent examiner's report to the trustees of The Diversity Project Charity**

I report to the charity trustees on my examination of the accounts of The Diversity Project Charity (the Trust) for the year ended 31 March 2025.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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 Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Jeremy Harrod FCCA

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
Second Floor, Kirkland House  
11-15 Peterborough Road  
Harrow  
Middlesex  
HA1 2AX

Date: ..... 16/2/25 .....

**The Diversity Project Charity**

**Statement of Financial Activities  
for the year ended 31 March 2025**

	Notes	Unrestricted fund £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		5,630	-	5,630	7,326
Investment income	2	75	-	75	221
<b>Total</b>		<u>5,705</u>	<u>-</u>	<u>5,705</u>	<u>7,547</u>
 <b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Charitable activities		13,068	-	13,068	2,159
<b>NET INCOME/(EXPENDITURE)</b>		<u>(7,363)</u>	<u>-</u>	<u>(7,363)</u>	<u>5,388</u>
 <b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		50,236	-	50,236	44,848
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>42,873</u></u>	<u><u>-</u></u>	<u><u>42,873</u></u>	<u><u>50,236</u></u>


The notes form part of these financial statements

The Diversity Project Charity

Balance Sheet  
31 March 2025

	Notes	Unrestricted fund £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>FIXED ASSETS</b>					
Investments	5	8,000	-	8,000	8,000
<b>CURRENT ASSETS</b>					
Cash at bank		35,863	-	35,863	43,676
<b>CREDITORS</b>					
Amounts falling due within one year	6	(990)	-	(990)	(1,440)
<b>NET CURRENT ASSETS</b>		<u>34,873</u>	<u>-</u>	<u>34,873</u>	<u>42,236</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>42,873</u>	<u>-</u>	<u>42,873</u>	<u>50,236</u>
<b>NET ASSETS</b>		<u>42,873</u>	<u>-</u>	<u>42,873</u>	<u>50,236</u>
<b>FUNDS</b>					
Unrestricted funds	7			<u>42,873</u>	<u>50,236</u>
<b>TOTAL FUNDS</b>				<u>42,873</u>	<u>50,236</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 16 January 2025 and were signed on its behalf by:

  
 .....  
 Lee Marshall - Trustee

## The Diversity Project Charity

### Notes to the Financial Statements for the year ended 31 March 2025

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds,

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the charity. Single or multi-year grants are accounted for when approval has been communicated to the recipient and the Trustees have agreed to pay the grant without condition, or when conditional approval has been communicated to the recipient and any condition attaching to the grant is outside the control of the Charity.

##### **Taxation**

The charity is exempt from tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Going concern**

These accounts have been prepared on the going concern basis as the trustees consider that there are sufficient reserves available to meet the charity's liabilities as they fall due.

The Diversity Project Charity

Notes to the Financial Statements - continued  
for the year ended 31 March 2025

2. INVESTMENT INCOME

	2025	2024
	£	£
Bank interest	75	221
	<u>75</u>	<u>221</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	7,326	-	7,326
Investment income	221	-	221
<b>Total</b>	<u>7,547</u>	<u>-</u>	<u>7,547</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable activities	2,159	-	2,159
<b>NET INCOME</b>	5,388	-	5,388
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	44,848	-	44,848
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>50,236</u>	<u>-</u>	<u>50,236</u>

5. FIXED ASSET INVESTMENTS

Subsidiary undertaking

<b>Cost</b>	£
Brought forward	<u>8,000</u>

In the opinion of the Trustees, the aggregate value of the Charity's investment in subsidiary undertakings is not less than the amount included in the balance sheet.

Company	Company number	Shares held	
		Class	%
TPDC Limited	12342194	Ordinary	100

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2025**

**5. FIXED ASSET INVESTMENTS - continued**

The aggregate amount of capital and reserves and the results of these undertakings for the financial period were as follows:

	<b>Capital and Reserves</b>	<b>Profit / (Loss) for the year</b>
	<b>£</b>	<b>£</b>
TPDC Limited	-	-
	<u>          </u>	<u>          </u>

The registered office of the subsidiary is Second Floor, Kirkland House, 11-15 Peterborough Road, Harrow, Middlesex, United Kingdom, HA1 2AX.

**6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2025	2024
	£	£
Other creditors	990	1,440
	<u>          </u>	<u>          </u>

**7. MOVEMENT IN FUNDS**

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
<b>Unrestricted funds</b>			
General fund	50,236	(7,363)	42,873
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>50,236</u>	<u>(7,363)</u>	<u>42,873</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	5,705	(13,068)	(7,363)
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>5,705</u>	<u>(13,068)</u>	<u>(7,363)</u>

**Comparatives for movement in funds**

	At 1.4.23	Net movement in funds	At 31.3.24
	£	£	£
<b>Unrestricted funds</b>			
General fund	44,848	5,388	50,236
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>44,848</u>	<u>5,388</u>	<u>50,236</u>

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2025**

**7. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	7,547	(2,159)	5,388
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>7,547</u>	<u>(2,159)</u>	<u>5,388</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
<b>Unrestricted funds</b>			
General fund	44,848	(1,975)	42,873
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>44,848</u>	<u>(1,975)</u>	<u>42,873</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	13,252	(15,227)	(1,975)
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>13,252</u>	<u>(15,227)</u>	<u>(1,975)</u>

**8. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2025.



**THE DIVERSITY PROJECT CHARITY**

England & Wales - Charity number 1179435

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# Accounts

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**Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 March 2024  
for  
The Diversity Project Charity**

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
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Middlesex  
HA1 1UD

**The Diversity Project Charity**

**Contents of the Financial Statements  
for the year ended 31 March 2024**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 2
<b>Independent Examiner's Report</b>	3
<b>Statement of Financial Activities</b>	4
<b>Balance Sheet</b>	5
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**The Diversity Project Charity**  
**Report of the Trustees**  
**for the year ended 31 March 2024**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and aims**

During 2023/24 the Charity continued to focus on supporting charities with social mobility, diversity and inclusivity aims with particular emphasis on the Financial Services industry. This remains the objective for 2024/25.

### **Public benefit**

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

### **Grantmaking policy**

The Diversity Project Charity (TDPC) channels charitable donations to initiatives which will drive improved Diversity, Equity and Inclusion (DEI) in the financial services industry and wider society.

Funds are limited and it is the trustees' responsibility to allocate funds based on the priorities of TDPC.

## **ACHIEVEMENT AND PERFORMANCE**

### **Grants Awarded**

The year has been one of consolidation for the charity, with no grants awarded and no fundraising undertaken. We have continued to review the way we operate and our cost base.

We have though been working with others to award grants in 2024/25, and reviewing our social media presence to ensure that we are well equipped to provide support in the future.

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### **Investment policy**

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### **Reserves policy**

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### **Governing document**

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**The Diversity Project Charity**

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for the year ended 31 March 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Structure, Governance and Management**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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**Principal address**

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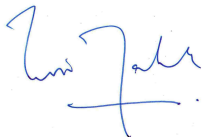
**Trustees**

Chris Gray  
David Harris  
Martina Jersakova  
Deepa Krishnamachari  
Lee Marshall  
Giles Parsons  
Chloe Taylor  
Lucy Ring

**Independent Examiner**

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

Approved by order of the board of trustees on 27 September 2024 and signed on its behalf by:



.....

Lee Marshall - Trustee

**Independent Examiner's Report to the Trustees of  
The Diversity Project Charity**

**Independent examiner's report to the trustees of The Diversity Project Charity**

I report to the charity trustees on my examination of the accounts of The Diversity Project Charity (the Trust) for the year ended 31 March 2024.

**Responsibilities and basis of report**

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

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

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

Jeremy Harrod

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

Date: .....

**The Diversity Project Charity**

**Statement of Financial Activities  
for the year ended 31 March 2024**

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		7,326	-	7,326	1,961
Investment income	2	221	-	221	-
<b>Total</b>		<u>7,547</u>	<u>-</u>	<u>7,547</u>	<u>1,961</u>
 <b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Charitable activities		2,159	-	2,159	1,405
<b>NET INCOME</b>		5,388	-	5,388	556
 <b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		44,848	-	44,848	44,292
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>50,236</u></u>	<u><u>-</u></u>	<u><u>50,236</u></u>	<u><u>44,848</u></u>

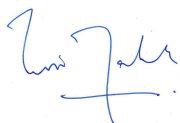
The notes form part of these financial statements

**The Diversity Project Charity**

**Balance Sheet  
31 March 2024**

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
<b>FIXED ASSETS</b>					
Investments	5	8,000	-	8,000	8,000
<b>CURRENT ASSETS</b>					
Cash at bank		43,676	-	43,676	38,108
<b>CREDITORS</b>					
Amounts falling due within one year	6	(1,440)	-	(1,440)	(1,260)
		<u>42,236</u>	<u>-</u>	<u>42,236</u>	<u>36,848</u>
<b>NET CURRENT ASSETS</b>					
		<u>50,236</u>	<u>-</u>	<u>50,236</u>	<u>44,848</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>50,236</u>	<u>-</u>	<u>50,236</u>	<u>44,848</u>
<b>NET ASSETS</b>					
		<u>50,236</u>	<u>-</u>	<u>50,236</u>	<u>44,848</u>
<b>FUNDS</b>					
Unrestricted funds	7			<u>50,236</u>	<u>44,848</u>
<b>TOTAL FUNDS</b>				<u>50,236</u>	<u>44,848</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 27 September 2024 and were signed on its behalf by:



.....  
Lee Marshall - Trustee

## The Diversity Project Charity

### Notes to the Financial Statements for the year ended 31 March 2024

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds,

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the charity. Single or multi-year grants are accounted for when approval has been communicated to the recipient and the Trustees have agreed to pay the grant without condition, or when conditional approval has been communicated to the recipient and any condition attaching to the grant is outside the control of the Charity.

##### **Taxation**

The charity is exempt from tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Going concern**

These accounts have been prepared on the going concern basis as the trustees consider that there are sufficient reserves available to meet the charity's liabilities as they fall due.

The Diversity Project Charity

Notes to the Financial Statements - continued  
for the year ended 31 March 2024

2. INVESTMENT INCOME

	2024	2023
	£	£
Bank interest	221	-
	<u>221</u>	<u>-</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	1,961	-	1,961
	<u>1,961</u>	<u>-</u>	<u>1,961</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable activities	1,405	-	1,405
	<u>1,405</u>	<u>-</u>	<u>1,405</u>
<b>NET INCOME</b>	556	-	556
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	44,292	-	44,292
	<u>44,292</u>	<u>-</u>	<u>44,292</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>44,848</u>	<u>-</u>	<u>44,848</u>

5. FIXED ASSET INVESTMENTS

**Subsidiary undertaking**

<b>Cost</b>	<b>£</b>
Brought forward	8,000
	<u>8,000</u>

In the opinion of the Trustees, the aggregate value of the Charity's investment in subsidiary undertakings is not less than the amount included in the balance sheet.

Company	Company number	Shares held	
		Class	%
TPDC Limited	12342194	Ordinary	100

The aggregate amount of capital and reserves and the results of these undertakings for the financial period were as follows:

Capital and Reserves	Profit / (Loss)for the year
-------------------------	-----------------------------------

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2024**

**5. FIXED ASSET INVESTMENTS - continued**

	<b>£</b>	<b>£</b>
TPDC Limited	-	(7,494)
	-	(7,494)

The registered office of the subsidiary is 1st Floor Healthaid House, Marlborough Hill, Harrow, Middlesex, England, HA1 1UD.

**6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Other creditors	1,440	1,260
	1,440	1,260

**7. MOVEMENT IN FUNDS**

	At 1.4.23	Net movement in funds	At
	£	£	31.3.24
			£
<b>Unrestricted funds</b>			
General fund	44,848	5,388	50,236
	44,848	5,388	50,236
<b>TOTAL FUNDS</b>	44,848	5,388	50,236

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	7,547	(2,159)	5,388
	7,547	(2,159)	5,388
<b>TOTAL FUNDS</b>	7,547	(2,159)	5,388

**Comparatives for movement in funds**

	At 1.4.22	Net movement in funds	At
	£	£	31.3.23
			£
<b>Unrestricted funds</b>			
General fund	44,292	556	44,848
	44,292	556	44,848
<b>TOTAL FUNDS</b>	44,292	556	44,848

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2024**

**7. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,961	(1,405)	556
	<u>1,961</u>	<u>(1,405)</u>	<u>556</u>
<b>TOTAL FUNDS</b>	<u>1,961</u>	<u>(1,405)</u>	<u>556</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
<b>Unrestricted funds</b>			
General fund	44,292	5,944	50,236
	<u>44,292</u>	<u>5,944</u>	<u>50,236</u>
<b>TOTAL FUNDS</b>	<u>44,292</u>	<u>5,944</u>	<u>50,236</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	9,508	(3,564)	5,944
	<u>9,508</u>	<u>(3,564)</u>	<u>5,944</u>
<b>TOTAL FUNDS</b>	<u>9,508</u>	<u>(3,564)</u>	<u>5,944</u>

**8. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2024.

**THE DIVERSITY PROJECT CHARITY**

England & Wales - Charity number 1179435

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# Accounts

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**Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 March 2023  
for  
The Diversity Project Charity**

**Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD**

**The Diversity Project Charity**

**Contents of the Financial Statements  
for the year ended 31 March 2023**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 2
<b>Independent Examiner's Report</b>	3
<b>Statement of Financial Activities</b>	4
<b>Balance Sheet</b>	5
<b>Notes to the Financial Statements</b>	6 to 9

## **The Diversity Project Charity**

### **Report of the Trustees for the year ended 31 March 2023**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

During 22/23 the Charity continued to focus on supporting charities with social mobility, diversity and inclusivity aims with particular emphasis on the Financial Services industry. This remains the objective for 2023/24.

##### **Public benefit**

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

##### **Grantmaking policy**

The Charity continues to support diversity, inclusion and social mobility in sectors of the economy throughout the UK and plans to work with various charities and other stakeholders, not only supporting charities with grants but also working with organisations which undertake social mobility research and possibly collaborating with education and training providers.

It also plans to work with organisations, particularly in the financial and adjacent sectors, making use of the Trustees' knowledge and experience of these sectors, to provide wider public benefit through better access to employment and progression. The Charity recognises funding alone won't be enough to bring about the changes Trustees want to see, so they intend to embed collaboration and learning into their approach and adopt new tools and approaches to achieve the greatest impact for supporters' contributions.

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Grants Awarded**

Whilst there have not been any new grants awarded during the year, the trustees have been following the progress of charities who were awarded grants in previous years, ensuring that the grants were making an impact. Our Chair sat on the advisory board for the production of Getting On Board's Guide to Diversifying Boards, for which funding had been provided, and spoke at the launch event during Volunteer Week 2022.

##### **Fundraising**

No specific fund-raising programme was undertaken by the charity. The Trustees are now reviewing their social media presence and considering the way forward for 2023/24. New trustees have been appointed during the year who have particular experience in fund raising who will support the effort.

#### **FINANCIAL REVIEW**

##### **Investment policy**

The Charity's investment policy at this stage is generally to retain reserve funds as cash so that there is the flexibility to support urgent immediate needs, and not to make longer term investments.

The Charity has a subsidiary to facilitate trading activities for its fund raising and it has made an investment (via equity) on an arm's length basis. There were no activities through the subsidiary in the year

##### **Reserves policy**

The Trustees will aim to hold sufficient reserves to allow the charity to give support to beneficiaries as and when the need arises. They are aware of the requirement to keep reserves under review.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

**The Diversity Project Charity**

**Report of the Trustees  
for the year ended 31 March 2023**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Structure, Governance and Management**

The Diversity Project Charity is a Charitable Incorporated Organisation ('CIO'), registered number 1179435, governed by a Foundation document dated 2 August 2018.

The Trustees are actively involved in the CIO. The existing Trustees have a policy to look for new trustees, identifying necessary skill sets and experiences as required. The Trustees seek to appoint any new Trustees in line with their objectives of inclusion and diversity with the objective of combining skills, experiences and approaches to create an effective Trustee Board. Trustee role specifications are created taking account of the need to promote diversity and advertised as appropriate. When new trustees join they are given an informal introduction to their role within the Trust and their legal responsibilities.

**Risk assessment**

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**

1179435

**Principal address**

Marlborough Hill  
Harrow  
HA1 1UD

**Trustees**

D O El-Mawas (resigned 31.3.2023)

J Fox (resigned 31.3.2023)

C Gray

D Harris

M Jersakova

D Krishnamachari

L Marshall

G Parsons

C Taylor

L Ring (appointed 1.3.2023)

**Independent Examiner**

Grant Harrod Lerman Davis LLP

Chartered Accountants

1st Floor

Healthaid House

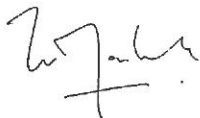
Marlborough Hill

Harrow

Middlesex

HA1 1UD

Approved by order of the board of trustees on 24 November 2023 and signed on its behalf by:



.....  
L Marshall - Trustee

**Independent Examiner's Report to the Trustees of  
The Diversity Project Charity**

**Independent examiner's report to the trustees of The Diversity Project Charity**

I report to the charity trustees on my examination of the accounts of The Diversity Project Charity (the Trust) for the year ended 31 March 2023.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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 Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Jeremy Harrod

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

Date: ..... 28/4/23 .....

**The Diversity Project Charity**

**Statement of Financial Activities  
for the year ended 31 March 2023**

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		1,961	-	1,961	6,282
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Charitable activities		1,405	-	1,405	11,543
<b>NET INCOME/(EXPENDITURE)</b>		556	-	556	(5,261)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		44,292	-	44,292	49,553
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>44,848</u>	<u>-</u>	<u>44,848</u>	<u>44,292</u>

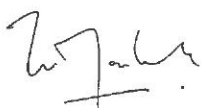
The notes form part of these financial statements

**The Diversity Project Charity**

**Balance Sheet  
31 March 2023**

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
<b>FIXED ASSETS</b>					
Investments	4	8,000	-	8,000	8,000
<b>CURRENT ASSETS</b>					
Cash at bank		38,108	-	38,108	40,252
<b>CREDITORS</b>					
Amounts falling due within one year	5	(1,260)	-	(1,260)	(3,960)
<b>NET CURRENT ASSETS</b>		<u>36,848</u>	<u>-</u>	<u>36,848</u>	<u>36,292</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>44,848</u>	<u>-</u>	<u>44,848</u>	<u>44,292</u>
<b>NET ASSETS</b>		<u>44,848</u>	<u>-</u>	<u>44,848</u>	<u>44,292</u>
<b>FUNDS</b>					
Unrestricted funds	6			<u>44,848</u>	<u>44,292</u>
<b>TOTAL FUNDS</b>				<u>44,848</u>	<u>44,292</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 24 November 2023 and were signed on its behalf by:



.....  
L Marshall - Trustee

The notes form part of these financial statements

## The Diversity Project Charity

### Notes to the Financial Statements for the year ended 31 March 2023

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds,

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the charity. Single or multi-year grants are accounted for when approval has been communicated to the recipient and the Trustees have agreed to pay the grant without condition, or when conditional approval has been communicated to the recipient and any condition attaching to the grant is outside the control of the Charity.

##### **Taxation**

The charity is exempt from tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Going concern**

These accounts have been prepared on the going concern basis as the trustees consider that there are sufficient reserves available to meet the charity's liabilities as they fall due.

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2023**

**2. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

**3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	6,282	-	6,282
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable activities	11,543	-	11,543
<b>NET INCOME/(EXPENDITURE)</b>	(5,261)	-	(5,261)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	49,553	-	49,553
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>44,292</u>	<u>-</u>	<u>44,292</u>

**4. FIXED ASSET INVESTMENTS**

**Subsidiary undertaking**

	£
<b>Cost</b>	
Brought forward	<u>8,000</u>

In the opinion of the Trustees, the aggregate value of the Charity's investment in subsidiary undertakings is not less than the amount included in the balance sheet.

	Company number	Shares held	
		Class	%
TPDC Limited	12342194	Ordinary	100

The aggregate amount of capital and reserves and the results of these undertakings for the financial period were as follows:

	Capital and Reserves £	Profit / (Loss)for the year £
TPDC Limited	<u>7,494</u>	<u>1,941</u>

The registered office of the subsidiary is 1st Floor Healthaid House, Marlborough Hill, Harrow, Middlesex, England, HA1 1UD.

The Diversity Project Charity

Notes to the Financial Statements - continued  
for the year ended 31 March 2023

<b>5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	2023	2022
	£	£
Other creditors	1,260	3,960
	<u>          </u>	<u>          </u>

<b>6. MOVEMENT IN FUNDS</b>		Net movement in funds	At
	At 1.4.22	in funds	31.3.23
	£	£	£
<b>Unrestricted funds</b>			
General fund	44,292	556	44,848
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>44,292</u>	<u>556</u>	<u>44,848</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	1,961	(1,405)	556
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>1,961</u>	<u>(1,405)</u>	<u>556</u>

Comparatives for movement in funds

	At 1.4.21	Net movement in funds	At
	£	£	31.3.22
			£
<b>Unrestricted funds</b>			
General fund	49,553	(5,261)	44,292
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>49,553</u>	<u>(5,261)</u>	<u>44,292</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	6,282	(11,543)	(5,261)
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>6,282</u>	<u>(11,543)</u>	<u>(5,261)</u>

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2023**

**6. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
<b>Unrestricted funds</b>			
General fund	49,553	(4,705)	44,848
<b>TOTAL FUNDS</b>	<u>49,553</u>	<u>(4,705)</u>	<u>44,848</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	8,243	(12,948)	(4,705)
<b>TOTAL FUNDS</b>	<u>8,243</u>	<u>(12,948)</u>	<u>(4,705)</u>

**7. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2023.



**THE DIVERSITY PROJECT CHARITY**

England & Wales - Charity number 1179435

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# Accounts

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**REGISTERED CHARITY NUMBER: 1179435**

**Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 March 2022  
for  
The Diversity Project Charity**

**Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD**

**The Diversity Project Charity**

**Contents of the Financial Statements  
for the year ended 31 March 2022**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 3
<b>Independent Examiner's Report</b>	4
<b>Statement of Financial Activities</b>	5
<b>Balance Sheet</b>	6
<b>Notes to the Financial Statements</b>	7 to 11

**The Diversity Project Charity**  
**Report of the Trustees**  
**for the year ended 31 March 2022**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of 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).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

During 21/22 the Charity continued to focus on supporting charities with social mobility, diversity and inclusivity aims. This remains the objective for 2022/23.

**Public benefit**

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

**Grantmaking policy**

The Charity continues to support diversity, inclusion and social mobility in all sectors of the economy throughout the UK. It plans to work with various charities and other stakeholders, not only supporting charities with grants but also working with organisations which undertake social mobility research and possibly collaborating with education and training providers.

It also plans to work with organisations, particularly in the financial and adjacent sectors, making use of the Trustees' knowledge and experience of these sectors, to provide wider public benefit through better access to employment and progression. The Charity recognises funding alone won't be enough to bring about the changes Trustees want to see, so they intend to embed collaboration and learning into their approach and adopt new tools and approaches to achieve the greatest impact for supporters' contributions.

**ACHIEVEMENT AND PERFORMANCE**

**Grants Awarded**

The trustees gave two grants during the year.

A small sum to The Taylor Bennett Foundation to support their "Insight Week" in February 2022 to allow and encourage young people from Asian, black and ethnic minority backgrounds to pursue a career in communications, including within the financial services and investment industries.

A slightly larger grant was given to Getting on Board, to help them fund production of a guide on how to recruit diverse trustees and build diverse boards.

**Fundraising**

During the year COVID-19 continued to affect fund raising and no specific fund-raising programme was undertaken by the charity. The Trustees are now reviewing their social media presence and considering the way forward for 2022/23.

**FINANCIAL REVIEW**

**Investment policy**

The Charity's investment policy at this stage is generally to retain reserve funds as cash so that there is the flexibility to support urgent immediate needs, and not to make longer term investments.

The Charity has a subsidiary to facilitate trading activities for its fund raising and it has made an investment (via equity) on an arm's length basis. There were no activities through the subsidiary in the year.

**Reserves policy**

The Trustees will aim to hold sufficient reserves to allow the charity to give support to beneficiaries as and when the need arises. They are aware of the requirement to keep reserves under review.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

## **The Diversity Project Charity**

### **Report of the Trustees for the year ended 31 March 2022**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Structure, Governance and Management**

The Diversity Project Charity is a Charitable Incorporated Organisation ('CIO'), registered number 1179435, governed by a Foundation document dated 2 August 2018.

The Trustees are actively involved in the CIO. The existing Trustees have a policy to look for new trustees, identifying necessary skill sets and experiences as required. The Trustees seek to appoint any new Trustees in line with their objectives of inclusion and diversity with the objective of combining skills, experiences and approaches to create an effective Trustee Board. Trustee role specifications are created taking account of the need to promote diversity and advertised as appropriate. When new trustees join they are given an informal introduction to their role within the Trust and their legal responsibilities.

##### **Risk assessment**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**  
1179435

**Principal address**  
Eastcastle House  
27-28 Eastcastle Street  
London  
W1W 8DH

##### **Trustees**

S Bates (resigned 1.5.2021)  
D O El-Mawas  
J Fox  
M Gogna (resigned 19.5.2021)  
C Gray  
D Harris  
M Jersakova  
D Krishnamachari (appointed 19.5.2021)  
L Tefridj-Gaillard (resigned 30.9.2021)  
L Marshall  
V Locatelli (resigned 31.10.2021)  
G Parsons  
L Russheim (resigned 19.5.2021)  
C Taylor (appointed 1.3.2022)

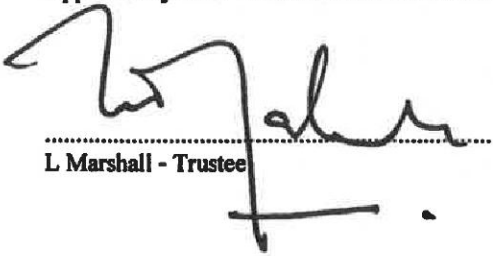
##### **Independent Examiner**

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

**The Diversity Project Charity**

**Report of the Trustees  
for the year ended 31 March 2022**

Approved by order of the board of trustees on 14 September 2022 and signed on its behalf by:

  
.....  
L Marshall - Trustee

**Independent Examiner's Report to the Trustees of  
The Diversity Project Charity**

**Independent examiner's report to the trustees of The Diversity Project Charity**

I report to the charity trustees on my examination of the accounts of The Diversity Project Charity (the Trust) for the year ended 31 March 2022.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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



Jeremy Harrod  
FCCA  
Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

Date: ..... 14/9/22

**The Diversity Project Charity**

**Statement of Financial Activities  
for the year ended 31 March 2022**

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		6,282	-	6,282	6,422
Investment income	2	-	-	-	160
<b>Total</b>		<u>6,282</u>	<u>-</u>	<u>6,282</u>	<u>6,582</u>
<b>EXPENDITURE ON</b>					
Charitable activities		11,543	-	11,543	54,101
Charitable activities		-	-	-	90
Raising funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>90</u>
<b>Total</b>		<u>11,543</u>	<u>-</u>	<u>11,543</u>	<u>54,191</u>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(5,261)</b>	<b>-</b>	<b>(5,261)</b>	<b>(47,609)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		49,553	-	49,553	97,162
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>44,292</u></u>	<u><u>-</u></u>	<u><u>44,292</u></u>	<u><u>49,553</u></u>

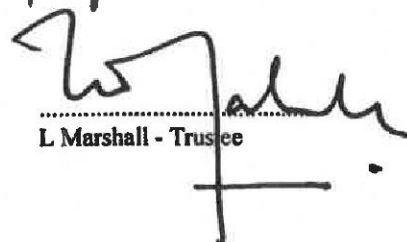
The notes form part of these financial statements

**The Diversity Project Charity**

**Balance Sheet  
31 March 2022**

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
<b>FIXED ASSETS</b>					
Investments	5	8,000	-	8,000	8,000
<b>CURRENT ASSETS</b>					
Cash at bank		40,252	-	40,252	45,624
<b>CREDITORS</b>					
Amounts falling due within one year	6	(3,960)	-	(3,960)	(4,071)
<b>NET CURRENT ASSETS</b>		<u>36,292</u>	<u>-</u>	<u>36,292</u>	<u>41,553</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		44,292	-	44,292	49,553
<b>NET ASSETS</b>		<u>44,292</u>	<u>-</u>	<u>44,292</u>	<u>49,553</u>
<b>FUNDS</b>	7				
Unrestricted funds				<u>44,292</u>	<u>49,553</u>
<b>TOTAL FUNDS</b>				<u>44,292</u>	<u>49,553</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 14 September 2022 and were signed on its behalf by:

  
.....  
L Marshall - Trustee

The notes form part of these financial statements

## **The Diversity Project Charity**

### **Notes to the Financial Statements for the year ended 31 March 2022**

#### **1. ACCOUNTING POLICIES**

##### **Basis of preparing the financial statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds,

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the charity. Single or multi-year grants are accounted for when approval has been communicated to the recipient and the Trustees have agreed to pay the grant without condition, or when conditional approval has been communicated to the recipient and any condition attaching to the grant is outside the control of the Charity.

##### **Taxation**

The charity is exempt from tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Going concern**

These accounts have been prepared on the going concern basis as the trustees consider that there are sufficient reserves available to meet the charity's liabilities as they fall due.

The Diversity Project Charity

Notes to the Financial Statements - continued  
for the year ended 31 March 2022

2. INVESTMENT INCOME

	2022 £	2021 £
Loan interest received	-	160

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	6,422	-	6,422
Investment income	160	-	160
<b>Total</b>	<b>6,582</b>	<b>-</b>	<b>6,582</b>
<b>EXPENDITURE ON</b>			
Charitable activities	54,101	-	54,101
Raising funds	90	-	90
<b>Total</b>	<b>54,191</b>	<b>-</b>	<b>54,191</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>(47,609)</b>	<b>-</b>	<b>(47,609)</b>
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	<b>97,162</b>	<b>-</b>	<b>97,162</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>49,553</b>	<b>-</b>	<b>49,553</b>

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2022**

**5. FIXED ASSET INVESTMENTS**

**Subsidiary undertaking**

<b>Cost</b>	<b>£</b>
Brought forward	<u><u>8,000</u></u>

In the opinion of the Trustees, the aggregate value of the Charity's investment in subsidiary undertakings is not less than the amount included in the balance sheet.

<b>Company</b>	<b>Company number</b>	<b>Shares held</b>	
		<b>Class</b>	<b>%</b>
TPDC Limited	12342194	Ordinary	100

The aggregate amount of capital and reserves and the results of these undertakings for the financial period were as follows:

	<b>Capital and Reserves</b>	<b>Profit / (Loss) for the year</b>
	<b>£</b>	<b>£</b>
TPDC Limited	<u><u>5,553</u></u>	<u><u>(1,466)</u></u>

The registered office of the subsidiary is First Floor, 85 Great Portland Street, London W1W 7LT.

**6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Other creditors	<u><u>3,960</u></u>	<u><u>4,071</u></u>

**7. MOVEMENT IN FUNDS**

	<b>At 1.4.21</b>	<b>Net movement in funds</b>	<b>At 31.3.22</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>			
General fund	49,553	(5,261)	44,292
<b>TOTAL FUNDS</b>	<u><u>49,553</u></u>	<u><u>(5,261)</u></u>	<u><u>44,292</u></u>

Net movement in funds, included in the above are as follows:

	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Movement in funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>			
General fund	6,282	(11,543)	(5,261)
<b>TOTAL FUNDS</b>	<u><u>6,282</u></u>	<u><u>(11,543)</u></u>	<u><u>(5,261)</u></u>

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2022**

**7. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
<b>Unrestricted funds</b>			
General fund	97,162	(47,609)	49,553
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>97,162</u>	<u>(47,609)</u>	<u>49,553</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	6,582	(54,191)	(47,609)
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>6,582</u>	<u>(54,191)</u>	<u>(47,609)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
<b>Unrestricted funds</b>			
General fund	97,162	(52,870)	44,292
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>97,162</u>	<u>(52,870)</u>	<u>44,292</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	12,864	(65,734)	(52,870)
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>12,864</u>	<u>(65,734)</u>	<u>(52,870)</u>

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31 March 2022**

**8. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2022.



**THE DIVERSITY PROJECT CHARITY**

England & Wales - Charity number 1179435

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# Accounts

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**Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31st March 2021  
for  
The Diversity Project Charity**

Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

# The Diversity Project Charity

## Contents of the Financial Statements for the year ended 31st March 2021

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 3
<b>Independent Examiner's Report</b>	4
<b>Statement of Financial Activities</b>	5
<b>Balance Sheet</b>	6
<b>Notes to the Financial Statements</b>	7 to 11

**The Diversity Project Charity**  
**Report of the Trustees**  
**for the year ended 31st March 2021**

The trustees present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of 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).

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

Since 2020, the Charity expanded its remit to support charities with social mobility, diversity and inclusivity aims. In light of the COVID-19 pandemic, and the challenges that caused for many of these charities, the charity aimed to provide small grants in 2020 to support core funding to those most affected, to enable them to continue their charitable work.

**Public benefit**

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

**Grantmaking policy**

In light of the COVID-19 pandemic, in July 2020, the Charity undertook to provide small levels of emergency support to those charities that it had already helped and who were able to demonstrate a clear need for additional funds in line with the Charity's overall diversity, inclusion and social mobility goals.

From 2021, the Charity has expanded its aims to promote diversity, inclusion and social mobility in sectors of the economy throughout the UK and plans to work with various charities and other stakeholders, not only supporting charities with grants but also working with organisations which undertake social mobility research and possibly collaborating with education and training providers. A Grant making committee, a sub-group of Trustees, has been formed to review the grant applications received twice a year.

It also plans to work with employers particularly in the financial and adjacent sectors, making use of the Trustees' knowledge and experience of these sectors, to provide wider public benefit through better access to employment and progression. The Charity recognises funding alone won't be enough to bring about the changes Trustees want to see, so they intend to embed collaboration and learning into our approach and adopt new tools and approaches to achieve the greatest impact for supporters' contributions.

**ACHIEVEMENT AND PERFORMANCE**

**Grants Awarded**

The trustees gave small grants to provide emergency support to ten charities during the year, and a larger sum to Great Ormond Street Hospital for its "Home Away from Home" programme, to fund family accommodation for patients and their families during treatment.

**Fundraising**

During the year, COVID-19 affected fund raising and no specific fund-raising programme was undertaken by the charity. A new fund-raising committee of Trustees is considering the way forward for 2021/22.

**FINANCIAL REVIEW**

**Investment policy**

The Charity's investment policy at this stage is generally to retain reserve funds as cash so that there is the flexibility to support urgent immediate needs, and not to make longer term investments.

The Charity has a subsidiary to facilitate trading activities for its fund raising and it has made an investment (via equity and a secured loan, now repaid) on an arm's length basis. There were no activities through the subsidiary in the financial year ended 31 March 2021.

**Reserves policy**

The Trustees will aim to hold sufficient reserves to allow the charity to give support to beneficiaries as and when the need arises. They are aware of the requirement to keep reserves under review.

**The Diversity Project Charity**  
**Report of the Trustees**  
**for the year ended 31st March 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

**Structure, Governance and Management**

The Diversity Project Charity is a Charitable Incorporated Organisation ('CIO'), registered number 1179435, governed by a Foundation document dated 2 August 2018.

The Trustees are actively involved in the CIO. The existing Trustees have a policy to look for new trustees, identifying necessary skill sets and experiences as required. The Trustees seek to appoint any new Trustees in line with their objectives of inclusion and diversity with the objective of combining skills, experiences and approaches to create an effective Trustee Board. Trustee role specifications are created taking account of the need to promote diversity and advertised as appropriate. When new trustees join, they are given an informal introduction to their role within the Trust and their legal responsibilities.

**Risk assessment**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**

1179435

**Principal address**

Eastcastle House  
27-28 Eastcastle Street  
London  
W1W 8DH

**Trustees**

S Bates (resigned 1.5.2021)  
D O El-Mawas  
J Fox  
M Gogna (resigned 19.5.2021)  
C Gray (appointed 25.1.2021)  
D Harris (appointed 20.1.2021)  
M Jersakova (appointed 25.1.2021)  
D Krishnamachari (appointed 19.5.2021)  
L Tefridj-Gaillard (appointed 20.1.2021) (resigned 30.9.2021)  
L Marshall  
V Locatelli (resigned 31.10.2021)  
H Morrissey (resigned 20.1.2021)  
G Parsons  
L Russheim (resigned 19.5.2021)  
J Welsh (resigned 30.11.2020)

**Independent Examiner**

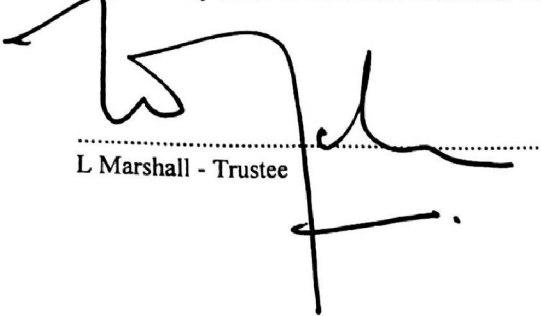
Grant Harrod Lerman Davis LLP  
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1st Floor  
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Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

The Diversity Project Charity

Report of the Trustees  
for the year ended 31st March 2021

*F. J. ... 2021*

Approved by order of the board of trustees on ..... and signed on its behalf by:



.....  
L Marshall - Trustee

**Independent Examiner's Report to the Trustees of  
The Diversity Project Charity**

**Independent examiner's report to the trustees of The Diversity Project Charity**

I report to the charity trustees on my examination of the accounts of The Diversity Project Charity (the Trust) for the year ended 31st March 2021.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

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

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



Jeremy Harrod  
FCCA  
Grant Harrod Lerman Davis LLP  
Chartered Accountants  
1st Floor  
Healthaid House  
Marlborough Hill  
Harrow  
Middlesex  
HA1 1UD

Date: .....

8 December 2021

The Diversity Project Charity

Statement of Financial Activities  
for the year ended 31st March 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		6,422	-	6,422	37,572
Investment income	2	160	-	160	671
<b>Total</b>		<b>6,582</b>	<b>-</b>	<b>6,582</b>	<b>38,243</b>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Charitable activities		54,101	-	54,101	358,731
Raising funds		90	-	90	5,937
<b>Total</b>		<b>54,191</b>	<b>-</b>	<b>54,191</b>	<b>364,668</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(47,609)</b>	<b>-</b>	<b>(47,609)</b>	<b>(326,425)</b>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>97,162</b>	<b>-</b>	<b>97,162</b>	<b>423,587</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>49,553</b>	<b>-</b>	<b>49,553</b>	<b>97,162</b>

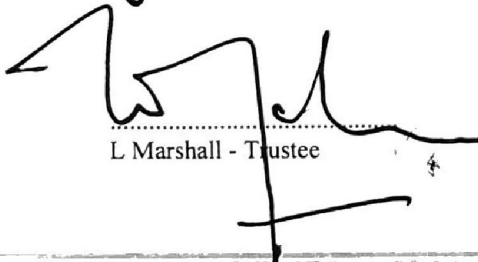
The notes form part of these financial statements

The Diversity Project Charity

Balance Sheet  
31st March 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Investments	5	8,000	-	8,000	8,000
<b>CURRENT ASSETS</b>					
Debtors	6	-	-	-	34,635
Cash at bank		45,624	-	45,624	63,903
		<u>45,624</u>	<u>-</u>	<u>45,624</u>	<u>98,538</u>
<b>CREDITORS</b>					
Amounts falling due within one year	7	(4,071)	-	(4,071)	(9,376)
		<u>41,553</u>	<u>-</u>	<u>41,553</u>	<u>89,162</u>
<b>NET CURRENT ASSETS</b>					
		<u>41,553</u>	<u>-</u>	<u>41,553</u>	<u>89,162</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>49,553</u>	<u>-</u>	<u>49,553</u>	<u>97,162</u>
<b>NET ASSETS</b>					
		<u>49,553</u>	<u>-</u>	<u>49,553</u>	<u>97,162</u>
<b>FUNDS</b>					
Unrestricted funds	8			49,553	97,162
<b>TOTAL FUNDS</b>					
				<u>49,553</u>	<u>97,162</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 31st March 2021 and were signed on its behalf by:

  
L Marshall - Trustee

## The Diversity Project Charity

### Notes to the Financial Statements for the year ended 31st March 2021

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

##### **Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds,

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants payable are payments made to third parties in furtherance of the charitable objectives of the charity. Single or multi-year grants are accounted for when approval has been communicated to the recipient and the Trustees have agreed to pay the grant without condition, or when conditional approval has been communicated to the recipient and any condition attaching to the grant is outside the control of the Charity.

##### **Taxation**

The charity is exempt from tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **Going concern**

These accounts have been prepared on the going concern basis as the trustees consider that there are sufficient reserves available to meet the charity's liabilities as they fall due.

The Diversity Project Charity

Notes to the Financial Statements - continued  
for the year ended 31st March 2021

2. INVESTMENT INCOME

	2021	2020
	£	£
Loan interest received	160	671
	<u>160</u>	<u>671</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2021 nor for the year ended 31st March 2020.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	37,572	-	37,572
Investment income	671	-	671
<b>Total</b>	<u>38,243</u>	<u>-</u>	<u>38,243</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable activities	334,731	24,000	358,731
Raising funds	5,937	-	5,937
<b>Total</b>	<u>340,668</u>	<u>24,000</u>	<u>364,668</u>
<b>NET INCOME/(EXPENDITURE)</b>	<u>(302,425)</u>	<u>(24,000)</u>	<u>(326,425)</u>
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	399,587	24,000	423,587
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>97,162</u>	<u>-</u>	<u>97,162</u>

**The Diversity Project Charity**

**Notes to the Financial Statements - continued  
for the year ended 31st March 2021**

**5. FIXED ASSET INVESTMENTS**

**Subsidiary undertaking**

Cost	£
Addition	8,000
	8,000

In the opinion of the Trustees, the aggregate value of the Charity's investment in subsidiary undertakings is not less than the amount included in the balance sheet.

Company	Company number	Shares held	
		Class	%
TPDC Limited	12342194	Ordinary	100

The aggregate amount of capital and reserves and the results of these undertakings for the financial period were as follows:

	Capital and Reserves £	Profit / (Loss) for the year £
TPDC Limited	7,019	(1,109)
	7,019	(1,109)

The registered office of the subsidiary is First Floor, 85 Great Portland Street, London W1W 7LT.

**6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £	2020 £
Other debtors	-	18,635
Prepayments and accrued income	-	16,000
	-	34,635

**7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £	2020 £
Trade creditors	-	2,700
Other creditors	4,071	6,676
	4,071	9,376

The Diversity Project Charity

Notes to the Financial Statements - continued  
for the year ended 31st March 2021

8. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
<b>Unrestricted funds</b>			
General fund	97,162	(47,609)	49,553
<b>TOTAL FUNDS</b>	<u>97,162</u>	<u>(47,609)</u>	<u>49,553</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	6,582	(54,191)	(47,609)
<b>TOTAL FUNDS</b>	<u>6,582</u>	<u>(54,191)</u>	<u>(47,609)</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
<b>Unrestricted funds</b>			
General fund	399,587	(302,425)	97,162
<b>Restricted funds</b>			
Restricted fund	24,000	(24,000)	-
<b>TOTAL FUNDS</b>	<u>423,587</u>	<u>(326,425)</u>	<u>97,162</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	38,243	(340,668)	(302,425)
<b>Restricted funds</b>			
Restricted fund	-	(24,000)	(24,000)
<b>TOTAL FUNDS</b>	<u>38,243</u>	<u>(364,668)</u>	<u>(326,425)</u>

The Diversity Project Charity

Notes to the Financial Statements - continued  
for the year ended 31st March 2021

8. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
<b>Unrestricted funds</b>			
General fund	399,587	(350,034)	49,553
<b>Restricted funds</b>			
Restricted fund	24,000	(24,000)	-
<b>TOTAL FUNDS</b>	<u>423,587</u>	<u>(374,034)</u>	<u>49,553</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	44,825	(394,859)	(350,034)
<b>Restricted funds</b>			
Restricted fund	-	(24,000)	(24,000)
<b>TOTAL FUNDS</b>	<u>44,825</u>	<u>(418,859)</u>	<u>(374,034)</u>

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2021.