



# **DiverseCity**

## **Development Trust**

DiverseCity Development Trust

Annual Report and Accounts 2024 - 2025

Acero,1 Concourse Way, S1 2BJ

Year Ended 31st March 2025

Charity Number: 1194452

## **Contents**

Trustee and professional advisors

Strategic report

Review of activities 2024 - 2025

Statement of financial activities

Notes to the financial accounts

Trustees

Naheem Najib

Sabia Rehman

Hiba Amin Uddin

Shahida Siddique

Accountants and bookkeeping

Faithstar LLP

Ahmad Ansari

Independent Examination

Masoba Kromah MSC Forensic Accountant

## **THE TRUSTEES PRESENT THEIR REPORT FOR THE YEAR ENDED 31st MARCH 2025.**

The accounts have been prepared in accordance with accounting policies set out in Note 1 to the accounts and comply with the Charity's Memorandum and Articles of Association, applicable law, the requirements of the Financial Reporting Standard applicable in the UK – FRS 102 and follows the Charities Statement of Recommended Practice SORP (FRS 102) and with the Companies Act 2006.

### **Strategic Report**

#### **Brief Description and History:**

DiverseCity Development Trust (DDT) is a Charity that aims to support socially excluded communities with a focus on racial and social equity. We achieve this by building meaningful relationships and partnerships with communities.

- To promote social inclusion for the public benefit in the city of Sheffield and surrounding areas by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.
- For this clause 'socially excluded' means being excluded from society, or part of society, as a result of being a member of a socially and economically deprived community. We observe passion and respect, while working hard for policies that are holistic meeting the needs of communities. We advocate for and practice with tolerance, integrity, trust, respect, and discretion.

DDT was born out of the need for Social and Racial Justice and Health Equity to be championed and implemented across the city and region.

**Governance:** DDT is a Charitable Incorporated Organisation, supported financially by Grants and Donations.

#### **Vision and Mission:**

- To improve equity in health for underserved communities in Sheffield and surrounding areas.
- To improve the infrastructure, governance and financial management of voluntary community and faith organisations working in the areas of racial and social equity in the region.
- To increase representation of underserved communities in the decision-making processes of the city and surrounding area

- To support the development of Community Engagement and co-development of underserved communities with them and by them across health, education, employment, and housing.

**We do this as follows:**

- Improving organisation awareness of the strategic economic, social and political landscape.
- Leveraging funding locally, regionally, and nationally.
- Enabling voice and influence
- Championing racial and social equity
- Transforming and respecting underserved communities

**Values:** DDT stands by its values and demonstrates them in all its activities

- Innovation
- Honesty
- Integrity
- Equity

**Ethos**

To step-up and look back – we take a proactive approach to how we can work with and enable our colleagues, stakeholders, communities and individuals to benefit from our knowledge, skills, partnership and relationships.

**Public Benefit:** The Trustees comply with the duty contained in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. The Charity provides public benefit by safeguarding the recipients of its services, making the services accessible to all underserved communities.

## **Review of activities from April 2024 – March 2025**

### **REN (Research Engagement Network)**

The South Yorkshire REN (Research Engagement Network) programme is also known as Working Together in Research. The project is to develop a South Yorkshire research approach to address systemic barriers to representative inclusion in health and care research.

The research project is to understand why people in South Yorkshire are living shorter lives and in poorer health. The research will be done to narrow the gap in inequalities and to understand the experiences of those who are underserved and historically have been underrepresented.

The REN project team (the operational team that delivers the programme) is made up of the VCSE programme director and the project coordinator (strategy and partnerships) of the South Yorkshire integrated care board, the director of the South Yorkshire innovation hub and the grants manager of the South Yorkshire Community Foundation. DiverseCity is the co-delivery partner.

**Update on REN (Research Engagement Network):** Another application for further funding was successful. The previous 12 months of work brought a shared understanding of the barriers to diversify participation in research. The REN team developed the guiding principles, a tool kit designed to assist the development of research partnerships that centre community-led, accessible and inclusive research. Building on this, the team identified the establishment of a Community of Practice (CoP) to develop community needs into research activity, training and knowledge exchange offer, and a platform to connect.

### **Civiact**

The CiviAct consortium is a partnership project funded by the National Lottery Community Fund. This is the second round of funding for the consortium; we received three years' worth of funding 2024 – 2027.

We partner with activist organisations across Sheffield, Manchester and beyond to support youth and community-led civic action. Currently, our consortium includes six members (Unity Gym Project [Sheffield], MA Education Consultancy CIC [Sheffield], DiverseCity Development Trust [Sheffield], Joint Enterprise Not Guilty by Association (JENGbA) [Manchester/National], The Hideaway [Manchester]) and two universities, The University of Sheffield and Manchester Metropolitan University.

## **The CiviAct Consortium Aims to:**

1. financially support a proportion of 'core' delivery costs for six community, led youth organisations.
2. connect the organisations with each other to create new co, learning opportunities.
3. and consider new models of community-led university partnership.

## **Specifically, we aim to:**

- Empower and support young people to become future leaders in community-led civic action
- Enhance the representation of excluded and minoritized groups within local and regional decision making
- Understand and support youth and community-led responses to the wide-ranging impacts of Covid-19, particularly for those who are disproportionately affected
- Develop the sustainability and infrastructure of youth and community-led organisations
- Reimagine and create new and transferable models of community-led university partnership

## **Update on Civiact:**

In the first year of the three-year funding period (2024–2025), Diversecity Development Trust has played a central role in supporting the consortium by providing strategic back-office services, including financial management, bid writing, and coaching and training in monitoring and evaluation. We have also helped launch podcasts, provided governance support for a partner establishing a CIC, and secured additional funding from other streams for consortium partners.

Diversecity Development Trust meets regularly with partners to foster collaboration, strengthen partnerships, and build on the fantastic project that began two years ago.

Civiact has also been nominated for another award for *Outstanding partnership or impact in a local or regional capacity* award at the Knowledge Exchange and Impact Awards.

## **Period education Knowledge exchange**

Diversecity Development Trust partnered with the Sheffield University on a project about, Faith-Inclusive Menstrual Education for Women and other people who menstruate from Ethnic Minority Groups. Diversecity Development Trust consulted on creating resources and organised community consultations to discuss Faith Inclusive Menstrual Education.

This piece of work has created safe spaces for learning and support. It will help with challenging stigma, raise awareness and build confidence knowing that girls from all

backgrounds and faiths are well informed and supported. A toolkit for sharing with faith communities and community organisation has also been developed to share across the sector.

### **Sheffield Equality Partnership (SEP)**

#### **Black and Minority Ethnic Partnership**

Diversecity Development Trust continued to support the development of community engagement and co-development of underserved communities across health, education, employment and housing.

#### **Religion, Belief and No Belief Partnership**

To support the religious communities of Sheffield and to continue the work on the Faith covenant. The Faith covenant is a joint commitment between Faith and Belief communities and local authorities across Sheffield to a set of principles that guide engagement. The covenant is an important piece of work for the city of Sheffield. The covenant is currently being written by Civic and Faith leaders from Sheffield and are being supported by Diversecity Development Trust. The covenant will be released and signed in November 2025 during Interfaith Week.

#### **The center for collaboration in community connectedness**

The center for collaboration in community connectedness C4 is made up of researchers, practitioners, policy makers, funders, and residents. The centre brings together these people to deliver a vision for better connected communities across the UK. A team of people gather evidence on what is needed to build a stronger community, with shared goals and better policy making. The approach is community led, all local voices are heard, and communities are at the centre.

Diversecity Development Trust is a partner of C4 and has put together a five-year initiative for social cohesion, economic resilience and cultural sustainability. At the centre of the initiative put together by Diversecity Development Trust a multi-functional community hub designed to support civic engagement, social enterprise, and cultural preservation. Through data-driven decision-making, this project will create long-lasting social and economic impact.

#### **Building and premises:**

For the period of this report, DiverseCity Development Trust was SADACCA, 48 Wicker, Sheffield S3 8JB and 1 Concourse Way, Acero, S1 2BJ.

**Volunteering and staffing:**

We would like to thank all staff and volunteers who have contributed to the amazing work and outcomes we have achieved this year.

This year the trustee took the decision to pay Shahida Siddique as CEO for the considerable time and expertise within policy development, governance, community engagement partnership development and knowledge in the field of business, health , community and much more she brings to the charity and role, as a highly regarded system leader. This has been managed in line with any conflict of interest, and she is not involved in any decisions regarding her pay or remuneration. This is in line with the governance in our constitution clauses 6-11 and the Charities Act 2011 as a charity.

**The Future – our aspiration and our aims.**

We will continue to grow more as a charity and build on our existing work. Consolidating our policy development work and supporting community engagement across the system to meet our charitable objectives.

**Partnership working**

To continue working with the communities, businesses and system leads across the public private , VCSE and education sectors, to support and work alongside others.

**Meetings of the Board of Trustees:**

DDT's board of trustees have been speaking regularly through the year, via online and face to face meetings.

**Pension Liabilities:**

Met for all staff currently employed by the trust

**Conflict of Interest:**

All conflict of Interest are managed by the board, and a register of interest is kept.

# DIVERSECITY DEVELOPMENT TRUST

## Statement of Financial Activities

For the year ended March 31, 2025

|                                                             | Notes | Unrestricted<br>Funds | Restricted<br>Funds | Endowment<br>Funds | Total Funds<br>2025 | Prior Year<br>Total Funds |
|-------------------------------------------------------------|-------|-----------------------|---------------------|--------------------|---------------------|---------------------------|
| <b>Income and endowment forms</b>                           | 1     |                       |                     |                    |                     |                           |
| Donations and Legacies                                      |       | -                     | 238,236.00          | -                  | 238,236.00          | 69,926.00                 |
| Income from Charitable activities                           |       | -                     | -                   | -                  | -                   | -                         |
| Other trading activities                                    |       | -                     | -                   | -                  | -                   | -                         |
| Investment                                                  |       | -                     | 56.45               | -                  | 56.45               | 401.07                    |
| Other Income                                                |       | -                     | -                   | -                  | -                   | -                         |
| <b>Total Income</b>                                         |       | -                     | <b>238,292.45</b>   | -                  | <b>238,292.45</b>   | <b>70,327.07</b>          |
| <b>Expenditure on:</b>                                      | 2     |                       |                     |                    |                     |                           |
| Raising funds                                               |       | -                     | -                   | -                  | -                   | -                         |
| Expenditure on charitable activities                        |       | -                     | (262,199.44)        | -                  | (262,199.44)        | (128,757.94)              |
| Other expenditure                                           |       | -                     | -                   | -                  | -                   | -                         |
| <b>Total Expenditure</b>                                    |       | -                     | <b>(262,199.44)</b> | -                  | <b>(262,199.44)</b> | <b>(128,757.94)</b>       |
| <b>Net Income / (expenditure) resources before transfer</b> |       | -                     | <b>(23,906.99)</b>  | -                  | <b>(23,906.99)</b>  | <b>(58,430.87)</b>        |
| <b>Transfers</b>                                            |       |                       |                     |                    |                     |                           |
| Gross transfer between funds-in                             |       | -                     | -                   | -                  | -                   | -                         |
| Gross transfer between funds-out                            |       | -                     | -                   | -                  | -                   | -                         |
| <b>Other recognised gains / losses</b>                      |       |                       |                     |                    |                     |                           |
| Gains/losses on investment assets                           |       | -                     | -                   | -                  | -                   | -                         |
| Gains on revaluation, fixed assets, charity's own use       |       | -                     | -                   | -                  | -                   | -                         |
| <b>Net movement in funds</b>                                | 3     | -                     | <b>(23,906.99)</b>  | -                  | <b>(23,906.99)</b>  | <b>(58,430.87)</b>        |
| <b>Reconciliation of funds</b>                              |       |                       |                     |                    |                     |                           |
| <b>Total funds brought forward</b>                          |       | -                     | <b>8,933.59</b>     | -                  | <b>8,933.59</b>     | <b>67,364.46</b>          |
| <b>Total funds carried forward</b>                          |       | -                     | <b>(14,973.40)</b>  | -                  | <b>(14,973.40)</b>  | <b>8,933.59</b>           |

## DIVERSECITY DEVELOPMENT TRUST

### Statement of financial Position

For the period ended March 2025

| <u>Current Asset</u>     | 2025               | 2024              |
|--------------------------|--------------------|-------------------|
| Cash at Bank             | 4,889.47           | 17,891.59         |
| Accounts receivables     | -                  | -                 |
|                          | <u>4,889.47</u>    | <u>17,891.59</u>  |
| <u>Current Liability</u> |                    |                   |
| Paye & NI Payable        | - 15,935.98        | - 8,848.98        |
| Pension Payable          | - 312.00           | - 110.02          |
| Other Creditors          | - 3,615.00         | -                 |
|                          | <u>- 19,862.98</u> | <u>- 8,959.00</u> |
| <u>NET ASSET</u>         | <u>- 14,973.51</u> | <u>8,932.59</u>   |
| <u>Equity</u>            |                    |                   |
| Reserves                 | - 14,973.40        | 8,932.59          |
|                          | <u>- 14,973.40</u> | <u>8,932.59</u>   |

**DIVERSECITY DEVELOPMENT TRUST**  
**Analysis of income and expenditure**  
**Selected period: 1 April 2024 to 31 March 2025**

|                                                    | General | Designated | Restricted | Endowment | 2025       |
|----------------------------------------------------|---------|------------|------------|-----------|------------|
| <b>Income and endowments from:</b>                 |         |            |            |           |            |
| <b>Grants, Donations and legacies</b>              |         |            |            |           |            |
| SCC Sheffield Faith and BAME                       | -       | -          | 25,000.00  | -         | 25,000.00  |
| SOUTH YORKSHIRE ICB                                | -       | -          | 37,650.00  | -         | 37,650.00  |
| Civiact Big Lottery                                | -       | -          | 174,386.00 | -         | 174,386.00 |
| University of Sheffield                            | -       | -          | 1,200.00   | -         | 1,200.00   |
| <b>Donations and legacies Totals</b>               | -       | -          | 238,236.00 | -         | 238,236.00 |
| <b>Income from charitable activities</b>           |         |            |            |           |            |
| <b>Income from charitable activities Totals</b>    | -       | -          | -          | -         | -          |
| <b>Other trading activities</b>                    |         |            |            |           |            |
| <b>Other trading activities Totals</b>             | -       | -          | -          | -         | -          |
| <b>Investments</b>                                 |         |            | 56.45      |           | 56.45      |
| <b>Investments Totals</b>                          | -       | -          | 56.45      | -         | 56.45      |
| <b>Other income</b>                                |         |            |            |           |            |
| <b>Other income Totals</b>                         | -       | -          | -          | -         | -          |
| <b>Income and endowments Grand totals</b>          | -       | -          | 238,292.45 | -         | 238,292.45 |
| <b>Expenditure on:</b>                             |         |            |            |           |            |
| <b>Raising funds</b>                               |         |            |            |           |            |
| <b>Raising funds Totals</b>                        | -       | -          | -          | -         | -          |
| <b>Expenditure on charitable activities</b>        |         |            |            |           |            |
| Wages Control Account                              | -       | -          | 62,567.55  | -         | 62,567.55  |
| Project Expense                                    | -       | -          | 23,069.44  | -         | 23,069.44  |
| Consultancy Fee                                    | -       | -          | -          | -         | -          |
| Phone Bill                                         | -       | -          | 576.00     | -         | 576.00     |
| Utilities                                          | -       | -          | -          | -         | -          |
| M Ladbrook Ltd                                     | -       | -          | 1,453.54   | -         | 1,453.54   |
| Bank Fee                                           | -       | -          | 76.91      | -         | 76.91      |
| Civiact Unity Gym Project                          | -       | -          | 27,670.00  | -         | 27,670.00  |
| Civiact JENGBA                                     | -       | -          | 40,800.00  | -         | 40,800.00  |
| Civiact MA Education                               | -       | -          | 23,072.00  | -         | 23,072.00  |
| Civiact THE HIDEWAY YOUTH                          | -       | -          | 49,914.00  | -         | 49,914.00  |
| Civiact DDT                                        | -       | -          | 33,000.00  | -         | 33,000.00  |
| <b>Expenditure on charitable activities Totals</b> | -       | -          | 262,199.44 | -         | 262,199.44 |
| <b>Other expenditure</b>                           |         |            |            |           |            |
| <b>Other expenditure Totals</b>                    | -       | -          | -          | -         | -          |
| <b>Expenditure Grand totals</b>                    | -       | -          | 262,199.44 | -         | 262,199.44 |

## INDEPENDENT EXAMINER'S REPORT TO DIVERSCITY DEVELOPMENT TRUST

I report on the accounts of **Diverscity Development Trust** (Charity Number – 1194452) for the year ended **31<sup>st</sup> March 2025**

### Respective responsibilities of the Charity Trustees and the Examiner

**The trustee** are responsible for the preparation of the accounts. **The trustees** consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts (under section 145(5)(b) of the 2011 Act);
- to follow the procedures laid down in the General Directions given by the Charity Commission; and
- To state whether particular matters have come to my attention.

### Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by **Diverscity Development Trust** and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from **Diverscity Development Trust** concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 130 of the 2011 Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
- 2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

100 Dagnam Road  
Sheffield  
S2 2EZ



Signed Independent Examiner  
Masoba Kromah  
Msc Forensic Accounting