

DIVERSITY IN DEVELOPMENT

England & Wales - Charity number 1198040

Details

Status Registered

Legal form CIO

Registered 2022-02-23

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

Contact

Address 91 Nibthwaite Road
Harrow
HA1 1TD

Phone 07597596937

Email john.kirkland@diversityindevelopment.org.uk

Website www.diversityindevelopment.org.uk

Activities

Objects: TO ADVANCE THE EDUCATION OF THE PUBLIC, AND IN PARTICULAR OF YOUNG PEOPLE INTERESTED TO LEARN MORE ABOUT INTERNATIONAL DEVELOPMENT ISSUES, OR ENGAGE IN INTERNATIONAL DEVELOPMENT ACTIVITY, OR OF PEOPLE WHO ARE SOCIALLY AND/OR ECONOMICALLY DISADVANTAGED, IN RELATION TO ANY MATTER PERTAINING TO INTERNATIONAL DEVELOPMENT.

Activities: Programmes designed to increase the breadth of knowledge throughout the community of international development, especially among those who might be less likely to take part due to age, gender, ethnicity or social standing. We might run courses, surveys or other activities.

Classification

- **How:** Makes Grants To Individuals, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,013	£937	-	-
2024-03-31	£10,016	£3,541	-	-
2023-03-31	£0	£0	-	-

Trustees

Name	Role	Appointed
John Kirkland	Chair	2022-05-01
Denise Nishimwe		2025-10-09
Elizabeth Humphreys		2025-10-09
Ellie Marie Evelyn		2022-08-10
Jennifer Louise Minard		2022-08-10
MICHAEL O'DRISCOLL		2022-05-01
Natasha Lokhun		2022-09-26
Neil Thakrar		2025-12-10
Sheila Mburu		2022-08-10
Zoe Fitzgerald		2026-05-01

DIVERSITY IN DEVELOPMENT

England & Wales - Charity number 1198040

Accounts

Registered charity number: 1198040

Diversity in Development
Receipts and payments accounts
For the period ended 31 March 2025

DIVERSITY IN DEVELOPMENT

FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 MARCH 2025

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DIVERSITY IN DEVELOPMENT

ADMINISTRATIVE INFORMATION

Charity name Diversity in Development

Registered office 91 Nibthwaite Road
Harrow
Middlesex
HA1 1TD

Operational address 91 Nibthwaite Road
Harrow
Middlesex
HA1 1TD

Charity registration number 1198040

Trustees

John Kirkland, OBE (Chair)

Ellie Evelyn

Ryan Henson

Alan Laverock

Retired on 31 March 2025

Madeleine Le Bourdon

Natasha Lokhun

Sheila Mburu

Jennifer Minnard

Melissa Nicholson

Maternity Leave from 30 2024

Mike O'Driscoll

Amy Randles

Kirsty Smith

Independent examiners

As the charity's gross income is less than £25,000, it is exempt from an independent examination. Accordingly, no Independent Examiners have yet been appointed.

Bankers

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

DIVERSITY IN DEVELOPMENT

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MARCH 2025

The trustees are pleased to present their report together with the financial accounts of the charity for the year ended 31 March 2025. The Legal and Administrative information on page 1 forms part of this report.

Trustees

The committee members of the charity are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

Structure, Governance and Management

Governing Document

Diversity in Development is a CIO, governed by its constitution.

Recruitment and Appointment of Trustees

New Trustees are invited to join the Board at the request of serving Trustees. Trustees are chosen from the body of people who have an involvement in, and enthusiasm for, the work of the Trust and our areas of interest. Open and competitive advertising is used to identify suitable candidates. All Trustees take policy decisions at regular Trustees' meetings.

Trustee Induction and Training

When new Trustees are appointed they are provided with access to appropriate training from current Trustees and, where appropriate, external trainers.

Risk Management

The Trustees review the risks of the charity regularly, drawing up a matrix and putting in place policies to mitigate these risks. The main risks are reputational, financial, and health and safety.

Related parties

No Trustees received any remuneration during the year. No travel costs or other expenses were reimbursed to Trustees (2004 - £97). There were no related parties.

Organisational Structure

The charity has no employees and is managed on a day to day basis by its Trustees. John Kirkland has been Chair throughout the year, and Alan Laverock the Treasurer. Other trustees perform different roles within the trust, mainly related to carrying out the development of the charity and of its functions.

DIVERSITY IN DEVELOPMENT

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MARCH 2025

Objectives and activities

The organisation's purposes are:

To advance the education of the public, and in particular of young people interested to learn more about international development issues, or to engage in international development activity, or of people who are socially and/or economically disadvantaged, in relation to any matter pertaining to international development.

To carry out the above functions throughout England and Wales.

Achievements and performance

The principal achievement of the year was the publication of a new report – *A Profession for the Privileged?* This drew together existing evidence of the barriers to inclusion within the international development sector. The report also introduced two original pieces of analysis that we have conducted – one looking at the background of UK students studying international development at undergraduate level, the other looking at monitoring of inclusion and diversity amongst the staff of NGO's. The latter study was undertaken in conjunction with BOND UK. Two further *Evidence Briefings* have been published, reporting these latter projects in more depth.

The report recognised that significant gaps exist in data on the background of those involved in international development. A constant theme was under representation of those from lower socio-economic backgrounds. Whilst recognising that a strong degree of intersectionality exists, this appeared to be stronger than for other forms of possible disadvantage, such as age and gender. Our study of university students used four different measures of socio-economic class, in each case finding that that international development courses were significantly less representative than social science in general. NGO's were less likely to monitor socio-economic background than other categories of diversity. A study of the civil service found socio-economic imbalances to be greater than those for other categories, with foreign affairs and international development less representative than other government departments. Organisers of international mobility schemes report that these are less likely to be taken up by those from lower socio-economic backgrounds, despite attempts to include them. National polling suggests that those from lower socio-economic backgrounds may be less supportive of international development generally than other sectors of society.

A Profession for the Privileged? can be accessed at our website – www.diversityindevelopment.org.uk.

Financial review

Our organisation is fortunate in having access to Trustees and other supporters who are willing to devote their time and expertise without charge. Most of the costs of research, editing and publicity that we have incurred have therefore not involved monetary expenditure. We have incurred no staff costs during the year under report. This may change as the scale of our activity develops, but we

remain determined to keep costs as low as possible, at a time when the development sector as a whole is in desperate need of funding.

During the year under review, donations of £2,000 were received and interest of £13 earned. Payments were incurred of £937, mostly connected with maintaining and developing our website and dissemination activity. The surplus of £1,075 has been carried to reserves.

Reserves policy

The charity will seek to establish a reserve equivalent to three months' costs, which will enable it to close down in an orderly fashion should this be required.

Plans for the future

Following on from our publications, we plan a programme of engagement with the sector, to better understand our findings, the reasons for them, and how the sector can work together to promote greater inclusion. As a small organisation, we recognise that our resources are very limited. Our strategy is to influence the agenda of larger and more influential organisations.

Since the end of the financial year, presentations have been made to the annual conference of the Development Studies Association, and to staff of the Foreign and Commonwealth Office. A proposal to stage a Round Table at the 2026 Development Studies conference has been accepted. A piece of work on access to postgraduate course, which we hope will complement the study of undergraduate course published this year, has commenced, initial work being undertaken by students from Brunel University as part of their undergraduate course in Global Challenges.

In December 2025, the charity successfully convened a brainstorming meeting in Westminster for policy makers and practitioners, bringing together private, public, NGO and academic sectors. This was well attended and produced a rich seam of ideas for future activity.

Approved by the trustees and signed on their behalf

A handwritten signature in black ink, appearing to read 'Jo Kley', written over a horizontal line.

(Chair of Trustees)

10 December 2025

DIVERSITY IN DEVELOPMENT

RECEIPTS AND PAYMENTS ACCOUNT

For the year ended 31 March 2025

RECEIPTS	2025			2024		
	Restrict ed	Unrestrict ed	Total	Restrict ed	Unrestrict ed	Total
Grants and donations	0	2,000	2,000	0	10,000	10,000
Bank interest	0	13	13	0	16	16
Total receipts	0	2,013	2,013	0	10,016	10,016
PAYMENTS						
Direct charitable expenditure	0	0	0	0	1,474	1,474
Marketing and Dissemination	0	500	500	0	1,260	1,260
Domain and Internet	0	382	382	0	659	659
Trustee travel	0	0	0	0	98	98
Bank charges	0	55	55	0	50	50
Total payments	0	937	937	0	3,541	3,541
Excess of receipts over payments	0	1,075	1,075	0	6,475	6,475
Brought forward	0	6,475	6,475	0	0	0
Carried forward	0	7,540	7,540	0	6,475	6,475

DIVERSITY IN DEVELOPMENT

STATEMENT OF BALANCES

As at 31 March 2024

	2025	2024
Bank account	<u>7,540</u>	<u>6,475</u>
Reserves	<u>7,540</u>	<u>6,475</u>

Approved by the trustees and signed on their behalf:



(Chair of Trustees)

10 December 2025

DIVERSITY IN DEVELOPMENT

NOTES TO THE ACCOUNTS

For the year ended 31 March 2024

1. Bank accounts	Balance at 1 April 2023	Movement	Balance at 31 March 2024
Bank and cash accounts	<u>0</u>	<u>6,475</u>	<u>6,475</u>
2. Funds			
General fund	<u>0</u>	<u>6,475</u>	<u>6,475</u>

General funds are unrestricted and are available to be spent on any purpose of the charity.

DIVERSITY IN DEVELOPMENT

England & Wales - Charity number 1198040

Accounts

Registered charity number: 1198040

Diversity in Development
Receipts and payments accounts
For the period ended 31 March 2024

**DIVERSITY IN DEVELOPMENT
FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2024**

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ADMINISTRATIVE INFORMATION

Charity name Diversity in Development

Registered office 91 Nibthwaite Road
Harrow
Middlesex
HA1 1TD

Operational address 91 Nibthwaite Road
Harrow
Middlesex
HA1 1TD

Charity registration number 1198040

Trustees

John Kirkland, OBE (Chair)

Ellie Evelyn

Ryan Henson

Alan Laverock

Madeleine Le Bourdon

Natasha Lokhun

Sheila Mburu

Jennifer Minnard

Melissa Nicholson

Mike O'Driscoll

Amy Randles

Kirsty Smith

Independent examiners

As the charity's gross income is less than £25,000, it is exempt from an independent examination. Accordingly, no Independent Examiners have yet been appointed.

Bankers

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

DIVERSITY IN DEVELOPMENT

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MARCH 2024

The trustees are pleased to present their report together with the financial accounts of the charity for the year ended 31 March 2024. The Legal and Administrative information on page 1 forms part of this report.

Trustees

The committee members of the charity are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

Structure, Governance and Management

Governing Document

Diversity in Development is a CIO, governed by its constitution.

Recruitment and Appointment of Trustees

New Trustees are invited to join the Board at the request of all serving Trustees. New Trustees are chosen for and assigned to a specific task within the charity. Trustees are chosen from the body of people who have an involvement in, and love for, the work of the Trust. Open and competitive advertising is used to identify suitable candidates. All Trustees take policy decisions at regular Trustees' meetings.

Trustee Induction and Training

When new Trustees are appointed they are provided with access to appropriate training from current Trustees and, where appropriate, external trainers.

Risk Management

The Trustees review the risks of the charity regularly, drawing up a matrix and putting in place policies to mitigate these risks. The main risks are reputational, financial, and health and safety.

Related parties

No Trustees received any remuneration during the year. £97 was reimbursed to 1 Trustee for travelling expenses (2023 £0, 0 trustees). There were no related parties.

Organisational Structure

The Trust is managed day to day by its Trustees. John Kirkland is the Chair and Alan Laverock is the Treasurer. Other trustees perform different roles within the trust, mainly related to carrying out the development of the charity and of its functions.

DIVERSITY IN DEVELOPMENT

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MARCH 2024

Objectives and activities

The organisation's purposes are:

To advance the education of the public, and in particular of young people interested to learn more about international development issues, or to engage in international development activity, or of people who are socially and/or economically disadvantaged, in relation to any matter pertaining to international development.

To carry out the above functions throughout England and Wales.

Achievements and performance

The bulk of our work during the year has been devoted to the production of three reports. The first brings together for the first time evidence on the extent of under representation by particular socio-economic groups in a range of international development activities, such as volunteering, study, employment within NGO's and government and participation in international travel programmes to low and middle income countries.

The other two projects look in further depth at two of these areas. One analyses for the socio-economic background of those studying international development in UK universities. The other, conducted in conjunction with BOND, the leading membership group for UK NGO's working in international development, surveys NGO practice in promoting equity within their organisations.

The latter two studies were instigated during the previous financial year, and have now produced results. In each case they suggest that, whilst multiple groups may find barriers to becoming international development, the barriers facing those from lower socio-economic groups appear to be the most significant.

Results from the above work will be available on diversityindevelopment@org.uk from January 2025. We hope that the reports will stimulate discussion within the international development sector on the importance of inclusivity, and help establish practical initiatives that can be designed to achieve this.

Financial review

Our organisation is fortunate in having access to Trustees and other supporters who are willing to devote their time and expertise free of charge. In particular, we have incurred no staff costs during the year under report. Whilst we anticipate that this might change as the scale of our activity develops, we are determined to keep costs as low as possible, at a time when the development sector as a whole is in desperate need of funding.

During the year under review, a donation of £10,000 was received and interest of £16 earned. Payments were incurred of £3,541, which included some initial costs of web site and materials development which will enable our educational

activities to reach a wider audience in future years. The surplus of £6,475 has been carried to reserves.

DIVERSITY IN DEVELOPMENT

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MARCH 2024

Reserves policy

The charity will seek to establish a reserve equivalent to three months' costs, which will enable it to close down in an orderly fashion should this be required.

Plans for the future

Building on the evidence base generated in the past year, we anticipate several new activities in the coming months:

- A major event or conference to bring our concerns to the attention of the wider international development community
- Establishment of a study group amongst universities to consider how their international development offerings can be become more inclusive..
- An event on how NGO's can help monitor and promote diversity in the workforce, building on our existing partnerships with the sector. .
- Work to further identify barriers to students from lower socioeconomic backgrounds taking up opportunities to travel to developing countries, and how such opportunities could be made more attractive, building on existing relationships with colleges and universities, and the experience of existing funding programmes such as the UK government funded Turing scheme.

Approved by the trustees and signed on their behalf



(Chair of Trustees)

2 December 2024

DIVERSITY IN DEVELOPMENT

RECEIPTS AND PAYMENTS ACCOUNT

For the year ended 31 March 2024

RECEIPTS			2024			2023
	Restri cted	Unrestri cted	Total	Restri cted	Unrestri cted	Total
			10,00			
Grants and donations	0	10,000	0	0	0	0
Bank interest	0	16	16	0	0	0
			10,0			
Total receipts	0	10,016	16	0	0	0
PAYMENTS						
Direct charitable expenditure	0	1,474	1,474	0	0	0
Marketing costs	0	1,260	1,260	0	0	0
Domain charges	0	659	659	0	0	0
Trustee travel	0	98	98	0	0	0
Bank charges	0	50	50	0	0	0
			3,54			
Total payments	0	3,541	1	0	0	0
Excess of receipts over payments	0	6,475	6,475	0	0	0
Brought forward	0	0	0	0	0	0
			6,47			
Carried forward	0	6,475	5	0	0	0

DIVERSITY IN DEVELOPMENT

STATEMENT OF BALANCES

As at 31 March 2024

	2024	2023
Bank account	<u>6,475</u>	<u>0</u>
Reserves	<u>6,475</u>	<u>0</u>

Approved by the trustees and signed on their behalf:



(Chair of Trustees)

2 December 2024

DIVERSITY IN DEVELOPMENT

NOTES TO THE ACCOUNTS

For the year ended 31 March 2024

1. Bank accounts			Balance at
Movement	Balance at		1 April 2023
31 March 2024			
Bank and cash accounts		<u>0</u>	<u>6,475</u>
<u>6,475</u>			
2. Funds			
General fund			<u>0</u>
<u>6,475</u>	<u>6,475</u>		

General funds are unrestricted and are available to be spent on any purpose of the charity.

DIVERSITY IN DEVELOPMENT

England & Wales - Charity number 1198040

Accounts

Registered charity number: 1198040

**Diversity in Development
Receipts and payments accounts
For the period ended 31 March 2023**

**FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2023**

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**DIVERSITY IN DEVELOPMENT
ADMINISTRATIVE INFORMATION**

Charity name Diversity in Development

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Operational address 91 Nibthwaite Road
Harrow
Middlesex
HA1 1TD

Charity registration number 1198040

Trustees

John Kirkland, OBE (Chair)

Ellie Evelyn Appointed 28 June 2022

Ryan Henson

Alan Laverock

Madeleine Le Bourdon Appointed 28 June 2022

Natasha Lokhun Appointed 28 June 2022

Sheila Mburu Appointed 28 June 2022

Jennifer Minnard Appointed 28 June 2022

Melissa Nicholson Appointed 28 June 2022

Mike O'Driscoll

David Osei Resigned 28 June 2022

Amy Randles

Kirsty Smith Appointed 28 June 2022

Independent examiners

As the charity had no financial transactions during the period under review., it is exempt from an independent examination. Accordingly, no Independent Examiners have yet been appointed.

Bankers

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

DIVERSITY IN DEVELOPMENT

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MARCH 2023

The trustees are pleased to present their report together with the financial accounts of the charity for the period from date of registration to 31 March 2023. The Legal and Administrative information on page 1 forms part of this report.

Trustees

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Structure, Governance and Management

Governing Document

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Recruitment and Appointment of Trustees

New Trustees are invited to join the Board at the request of all serving Trustees. New Trustees are chosen for and assigned to a specific task within the charity. Trustees are chosen from the body of people who have an involvement in, and love for, the work of the Trust. Open and competitive advertising is used to identify suitable candidates. All Trustees take policy decisions at regular Trustees' meetings.

Trustee Induction and Training

When new Trustees are appointed they are provided with access to appropriate training from current Trustees and, where appropriate, external trainers.

Risk Management

The Trustees review the risks of the charity regularly, drawing up a matrix and putting in place policies to mitigate these risks. The main risks are reputational, financial, and health and safety.

Related parties

No Trustees received any remuneration during the year. No expenses were reimbursed to Trustees. There were no related parties.

Organisational Structure

The Trust is managed day by day by its Trustees. John Kirkland is the Chair and Alan Laverock is the Treasurer. Other trustees perform different roles within the trust.

DIVERSITY IN DEVELOPMENT

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MARCH 2023

Objectives and activities

The organisation's purposes are:

To advance the education of the public, and in particular of young people interested to learn more about international development issues, or to engage in international development activity, or of people who are socially and/or economically disadvantaged, in relation to any matter pertaining to international development.

To carry out the above functions throughout England and Wales.

Achievements and performance

The charity was registered on 23rd February 2022 and commenced its activities on that date.

Our principal activities during the year can be summarised under the headings of events and research.

Three events were staged with audiences relevant to our objectives. These were at Doncaster College, University of Leeds and Brunel University. In each case a range of speakers discussed different aspects of international development policy with young people in the 16-24 age range, as well as outlining ways in which the audience could be come more involved. Speakers included the Policy and Advocacy Director at Oxfam, a Conservative MP, the Chief Executive of the IRISE charity, staff at the University of Leeds, representatives of the London International Development Centre, Tony Blair Institute for Global Change and the Global Action Plan NGO. We are grateful to all for providing their time free of charge, and to the three host organisations for providing venues, marketing and refreshments.

Two research projects have been devised. The first is a survey of UK non-governmental organisations, looking in particular at their approach to monitoring diversity within their staff, and policies for addressing the issue. The project was facilitated by BOND, the major membership organisation for international development NGO's in the United Kingdom, allowing our inclusion of a bank of questions in their annual membership survey. These were devised by one of our Trustees, who also conducted the analysis free of charge. Results of the survey are currently being collated, and the results will be announced in 2023-24.

The second project will examine the socio-economic characteristics of those studying International Development courses at UK universities. This has not previously been possible, since International Development has only become a distinct category in the official figures since 2021. At the end of the year, an appropriate data set had been defined and discussions were under way with JISC, the data agency for UK higher education, to purchase this. The data has since been obtained, and results will be available in early 2024.

Financial review

The activities described above were undertaken through in kind contributions of time and resources by partner institutions, and time contributed free of charge by Trustees. Thus no direct payments were made by the charity, no staff

employed and liabilities incurred. Accordingly, there are no transactions to be reported during the period of these accounts.

Since the year end, a donation of £10,000 has been received and the charity has started making appropriate disbursements in the furtherance of its activities.

DIVERSITY IN DEVELOPMENT

REPORT OF THE TRUSTEES FOR THE PERIOD ENDED 31 MARCH 2023

Reserves policy

Once fully operational, the charity will seek to establish a reserve equivalent to three months' costs, which will enable it to close down in an orderly fashion should this be required.

Plans for the future

Trustees have agreed a three-year strategy, which will see activity increase once we have accumulated a body of evidence from the research activities described above, and as resources allow. Priorities are likely to include::

- Host a launch event to bring our concerns to the attention of the wider international development community
- Further courses in conjunction with universities and colleges to educate young people about our core objectives;
- An event on how universities can help make international development more inclusive. This would be a small invitation only event for university development departments, international offices and access departments.
- An event on how NGO's can help monitor and promote diversity in the workforce, building on our existing partnerships with the sector. .
- Work to further identify barriers to students from lower socioeconomic backgrounds taking up opportunities to travel to developing countries, and how such opportunities could be made more attractive, building on existing relationships with colleges and universities, and the experience of existing funding programmes such as the UK government funded Turing scheme.
- A possible residential event for those from our target backgrounds who aspire to careers in international development, in 2025.

Approved by the trustees and signed on their behalf



(Chair of Trustees)

21 January 2024

DIVERSITY IN DEVELOPMENT
RECEIPTS AND PAYMENTS ACCOUNT
For the period ended 31 March 2023

£

Grants	and	donations
<u>0</u>		
Charitable		activity
<u>0</u>		
Surplus	for	the
<u>0</u>		period

DIVERSITY IN DEVELOPMENT

STATEMENT OF BALANCES

As at 31 March 2023

The charity had not incurred any costs and had not received any income up to the date of the period end. Accordingly there are no balances to report.

Approved by the trustees and signed on their behalf:

A handwritten signature in black ink, appearing to read 'Jo Kley', written over a horizontal line.

(Chair of Trustees)

21 January 2024

DIVERSITY IN DEVELOPMENT

NOTES TO THE ACCOUNTS

For the year ended 31 March 2023

As the charity had not earned income or incurred expenses, no notes are required at this stage.