

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

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 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

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. 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 'J. K. Lewis', written over a faint 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.