

**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](mailto: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 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**

	<b>Restri cted</b>	<b>Unrestri cted</b>	<b>2024 Total</b>	<b>Restri cted</b>	<b>Unrestri cted</b>	<b>2023 Total</b>
			10,00			
Grants and donations	0	10,000	0	0	0	0
Bank interest	0	16	16	0	0	0
<b>Total receipts</b>	<b>0</b>	<b>10,016</b>	<b>10,016</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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
<b>Total payments</b>	<b>0</b>	<b>3,541</b>	<b>3,541</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Excess of receipts over payments</b>	0	6,475	6,475	0	0	0
Brought forward	0	0	0	0	0	0
<b>Carried forward</b>	<b>0</b>	<b>6,475</b>	<b>6,475</b>	<b>0</b>	<b>0</b>	<b>0</b>

**DIVERSITY IN DEVELOPMENT**

**STATEMENT OF BALANCES**

**As at 31 March 2024**

	<b>2024</b>	<b>2023</b>
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.