

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

	Balance at 1 April 2023	Movement	Balance at 31 March 2024
1. Bank accounts			
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.