



Diversity Role Models

Embracing difference, ending bullying

Annual Report and Financial Statements for the year ended 31 August 2019

Diversity Role Models

Annual Report and Accounts

for the year ended 31 August 2019

Company Limited by Guarantee

Registration Number

07640644 (England and Wales)

Charity Registration Number

1142548

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Chief Executive Officer's preface

The 2018/19 year was one of growth, celebration and milestones. I joined the team six weeks into the financial year and in November I collected the Gay Times Honour for Education Award on behalf of Diversity Role Models (DRM). A few weeks later DRM was recognised as Charity of the Year at the European Diversity Awards. The external recognition was testament to the strength of the organisation and the hard work of my predecessor, Claire Harvey MBE, and the rest of the team.

Since the end of 2019, the COVID-19 global health crisis has been significantly impacting individuals, families and organisations across the world. We had anticipated that 2019/20 would be our biggest ever year of delivery, but schools have been closed since March 2020, and DRM has stopped all delivery until further notice. We also expect the crisis to substantially impact our income. These risks, and how we are handling them, are discussed further in the Annual Report, but for my preface, I will focus on the achievements of 2018/19.

At the end of 2018 we applied for a grant from the Government Equalities Office Anti-Homophobic, Biphobic, and Transphobic Bullying Fund and were delighted to be one of six organisations selected to deliver phase three of this project, having previously delivered phase one. In addition to government funding, we continue to be grateful to corporate organisations who have supported us.

In particular, the grant we received from Bain Capital enabled us to open our North East of England Hub, offering a number of free student workshops beginning in September 2019.

With the addition of three fixed term contract employees we ended the year with a staff team of 11: the largest we've ever been. The growth of the team and of our 500+ volunteer facilitator and role model pool propelled us to another successful year of delivery. In 2018/19 we worked with 147 schools, reached 17,182 students and trained 1,431 school staff, governors, and parents/carers. In April 2019 we celebrated a major milestone as we reached our 100,000th young person since we were founded in 2011.

In June 2019, the government published the long-awaited statutory guidance on Relationships Education, Relationships and Sex Education (RSE) and Health Education, which will take effect in September 2020. Alongside this, Ofsted's new inspection framework took effect from September 2019. Both of these place new requirements on schools to promote diversity and inclusion in all its forms, and will present new opportunities for our work.

We are delighted that from September 2020 Relationships Education will be compulsory in primary and secondary schools, with clear guidance that LGBT+ content should be fully integrated into the curriculum. We have already worked with a number of schools to help them develop their policies and curriculum for RSE. This work will form a key focus for us in the coming years, as we utilise this opportunity to embed our work within schools, and ensure that every young person has the opportunity to thrive, regardless of their sexuality or gender identity.



Adam McCann
Chief Executive Officer
Date 19 May 2020

Report of the Directors

for the year ended 31 August 2019

The Trustees, who are also Directors of the company for the purposes of the Companies Act 2006, present their report and financial statements of the charity for the year ended 31 August 2019.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102) issued in October 2019.

Objectives and activities

Diversity Role Models' charitable objects, as declared in the Articles of Association are:

The promotion of equality and diversity for the public benefit by:

- a) the elimination of discrimination on the grounds of sexual orientation in educational institutions;
- b) advancing education and raising awareness in equality and diversity; and
- c) promoting activities to foster understanding between people from diverse backgrounds.

Key activities of Diversity Role Models

Diversity Role Models have a vision of a world where everybody embraces diversity and can thrive. We create an LGBT+ inclusive environment where students are empowered to embrace difference and end bullying. We embed inclusion and build empathy through education and role model storytelling.

Diversity Role Models deliver workshops to students in primary and secondary schools and colleges. The classroom-based workshops are safe spaces where students can explore difference and consider their role in creating a world where we all feel accepted. To ensure sustained change we supplement student workshops with training staff, governors and parents/carers.

Achievements and performance

Service delivery

- **School engagement and beneficiaries:** during this year we have continued to focus our activity in London and the Home Counties, the North West of England, the West Midlands and the South West of England, working with a similar number of schools as in the previous year.

While we worked with an increased number of schools, we reached fewer beneficiaries per school, and thus reached fewer beneficiaries overall. Because of the impact of COVID-19, leading to the closure of schools across the United Kingdom in March 2020, we expect a further decrease in our delivery to take place in the year to 31 August 2020.

Our delivery and beneficiaries are further broken down in the sections on each different type of activity below.

	2019	2018	2017	2016
Schools	147	121	134	*346
Total beneficiaries	18,613	20,337	19,742	*24,044
Avg. beneficiaries per school	127	168	147	*69

*From 1 April 2015 to 31 March 2016 we undertook a large-scale project funded by the Government Equalities Office, with delivery commencing on 1 September 2015. This was responsible for the substantial boost in the number of schools/beneficiaries with which we worked in 2016.

The figure of schools for 2016 (346) differs from that quoted in the annual reports for the years ended 31 August 2016 and 31 August 2018 (145). The figure originally quoted omitted schools who received training funded by the Government Equalities Office. As the number of staff trained has been put within the total beneficiaries, this number of schools has been revised here for consistency.

- **Student workshop programme:** in the year to 31 August 2019, there was a reduction in the number of student workshops that DRM delivered. As outlined above, we expect to experience a further decline in the year to 31 August 2020, due to the impact of COVID-19 on our delivery.

	2019	2018	2017	2016
Workshops	619	654	779	885
Students	17,182	19,003	19,345	21,926

- **School staff and governor training programme:** during the year we delivered broadly the same amount of training to a similar number of trainees. We expect this number to rise substantially in the next financial year, due to the delivery of our project funded by the Government Equalities Office:

	2019	2018	2017	2016
Sessions	43	46	15	*
Staff/governors	1,109	1,264	397	*2,118

*From 1 April 2015 to 31 March 2016 we undertook a large-scale project funded by the Government Equalities Office, with delivery commencing on 1 September 2015. This was responsible for the substantial boost in the number of staff and governors trained in 2016. Due to the way that data was recorded for this project, it is not possible to produce a directly comparable figure for the number of sessions.

- **Parent and carer workshop programme:** during the year we expanded on our recently established parent and carer workshop programme:

	2019	2018
Sessions	8	3
Parents/carers	322	70

- **Awards and nominations:** winner of the Société Générale Charity of the Year, European Diversity Awards 2018; winner of the Gay Times Honour for Education, 2018.

Donors

The Trustees would like to thank all of those who have financially supported DRM's work during the year:

- **Corporate donors:** we have received continued support from a range of businesses, both in terms of financial contributions and gifts in kind (from hosting fundraising events and providing training space through to the provision of a CRM database and website development). These supporters include: Accenture, Allen & Overy, Apple, ASDA, Barclays, Bloomberg, BP, CIBC, Credit Suisse, Dentons, Dentsu Aegis Network, Deutsche Bank, Herbert Smith Freehills, Linklaters, Lloyds Bank, Macquarie, Mastercard, Morgan Stanley, Norton Rose Fulbright, Proud Drinks, PwC, Rabobank, Royal Bank of Canada, The Salesforce Foundation, Santander, Shop Direct, Sigma, Skinnydip, Slaughter and May, Stephenson Harwood, Topshop/Topman and The Walt Disney Company. We would like to thank Bain Capital for a grant that enabled the development and growth of a hub in the North East of England to deliver student workshops and adult training.
- **Charitable trusts and foundations:** we received grants from the following charitable trusts and foundations: First Give, The Charles Lewis Foundation and The T.K. Maxx and Homesense Foundation. The purpose of the latter two grants was to be able to deliver student workshops and training to schools free of charge.
- **Government grants:** we received grants from the Government Equalities Office (GEO) and Westminster City Council. The GEO grant was to provide interventions in schools to tackle and prevent homophobic, biphobic, and transphobic bullying.

- **Individual donors:** we continue to receive support from a number of individuals who continue to donate to us either directly, or through sponsored events.

Staff and volunteers

- **Support from volunteers:** the Trustees would like to extend a huge thank you to all DRM volunteers, without whom our services would not be possible. They are the backbone of our organisation and their time spent telling their stories in schools is what makes our work so impactful. Volunteers are a vital part of our programme delivery. We ended the year with 612 volunteer role models (2018: 410) and 28 volunteer facilitators (2018: 13). In support of our service delivery, our volunteers gave an estimated 1,997 (2018: 1,415) hours of their time.

During the period we are also grateful to have received support in the DRM office from 12 volunteers (2018: 2), and we have also relied on volunteer support for the delivery of our events, and for certain elements of fundraising, including supporters who take on challenge events.

We would particularly like to thank Etienne Tegtmeier for his continued support in preparing this report and financial statements.

- **Patrons:** we continue to be supported by high-profile patrons, and we are very grateful for everything they do for us.
- **Staff team:** we would like to thank our dedicated and hard-working staff team, without whom we could not have achieved all that we have.

Future plans

Over the coming year we will continue to work to deliver the three-year strategy we agreed during the year ended 31 August 2018. In particular we plan to do the following, although it is likely that this will be impacted by COVID-19, as outlined in greater detail below:

- Launch our new delivery hub in the North East of England and further develop our existing hub in the North West of England;
- Set effective targets for other areas, including London and the Home Counties, the West Midlands and the South West of England, growing these areas while maintaining our priority on the two hubs outlined above; and
- Continue to deliver our project funded by the Government Equalities Office as part of their homophobic, biphobic and transphobic anti-bullying programme, working with 100 schools in total throughout the project, by offering training and supporting staff to develop action plans to make their school more LGBT+ inclusive.

Likely impact of COVID-19 on activities

As an organisation that delivers interventions via schools, it is likely that the COVID-19 pandemic will have a significant impact on our activity in the year to the end of 31 August 2020. With schools currently closed until further notice, all delivery has been suspended. We currently plan to recommence our normal activities in September 2020, but this is dependent on when restrictions that have been put in place are lifted.

Financial review

Funds raised

Total income for the year was £459,116 (2018: £370,504); of which unrestricted income was £323,712 (2018: £329,517) and restricted income was £135,404 (2018: £40,987).

Expenditure

Total expenditure was £390,501 (2018: £382,738); of which unrestricted expenditure was £299,755 (2018: £351,216) and restricted expenditure was £90,746 (2018: £31,522).

This resulted in a surplus for the year of £68,615 (2018: £12,234 deficit).

Reserves policy

DRM's reserves policy has been devised by analysing the charity's main financial obligations now, and in the future, the cost of reshaping the charity and the scale of risk to voluntary income in order to calculate a target sum of unrestricted funds to be held in reserve. Such a sum should be sufficient to ensure the continued operation of the charity in the medium term in the event of a drop in generated income.

The reserves policy contains a framework for regularly reviewing the free reserves level, with the frequency of review determined by the amount of free reserves held. This is to ensure that the Board continues to monitor and manage reserves effectively.

The target for 31 August 2019 was set at £189,862 in free reserves. At 31 August 2019, DRM held £190,583 in free reserves.

Likely impact of COVID-19 on future finances

There remains at the time of this report a great deal of uncertainty around how COVID-19 will impact both the broader economy and Diversity Role Models specifically. The Board of Trustees have been reviewing DRM's financial position for the next 12 months, and continue to be of the view that the organisation remains a going concern.

This is largely thanks to the strength of our financial position at the end of 31 August 2019. During the year we increased our free reserves substantially, to a point where they marginally exceeded our target. By holding this level of reserves, it will give the Board of Trustees more flexibility to respond to the impact of COVID-19 on the organisation.

Trustees will consider what support is being provided by the government, and will access support where this will support DRM's financial stability. However, it remains likely that we will end the year to 31 August 2020 with reduced free reserves.

DRM will take what action it can to limit the impact of COVID-19 on the organisation's finances, while also supporting our staff, volunteers and beneficiaries where this is possible.

Structure, governance and management

Governing document

DRM is a charitable company, limited by guarantee, incorporated on 19 May 2011, and registered as a charity on 23 June 2011.

The company was established under a Memorandum and Articles of Association, which established the objects and powers of the charitable company, and is currently governed by Articles of Association (which replaced the original in 2014).

Recruitment and appointment of Trustees

The process for appointing DRM's Trustees is set out in the Articles of Association. Trustees also act as company Directors. The minimum number of Trustees is three, with no maximum.

Trustees are appointed at the Annual General Meeting (AGM), for a maximum of three consecutive years, at which point they must retire and be re-appointed. The Board may appoint a Trustee between AGMs by an ordinary resolution, but such Trustees must resign and be reappointed at the next AGM. The Board of Trustees may appoint any person willing and fit to act as a Trustee and Director, subject to the provisions of the Articles of Association.

DRM conducts a regular skills, experience and diversity audit of Trustees. This audit identifies gaps in skills or under-representation of particular groups or communities and is fundamental to the recruitment process.

Applicants are invited to apply via an open recruitment call. They complete an application form, after which shortlisted applicants are interviewed by a panel comprised of existing Trustees and the Chief Executive Officer. This panel makes a recommendation to the full Board, with suitable applicants nominated for election.

Trustee induction and training

Trustees are provided with a clear role description outlining their statutory and additional responsibilities. On joining the Board, Trustees are introduced to other Board members and paid staff. Trustees are encouraged to acquaint themselves with DRM's policies and procedures, strategic plan and budget, and our Articles of Association. Trustees are actively encouraged to take up relevant training and development to fulfil their role and responsibilities to DRM.

Risk assessment

DRM regularly undertakes a detailed review and assessment of risks, financial and non-financial, to which it is exposed in its current activities. These have been developed into a formal Risk Management process.

The Trustees have considered a summary of all major risks and have ensured that effective systems and controls exist to reduce internal risks and respond swiftly to external risks and minimise their impact.

Risks are monitored continually by the management and reviewed regularly by the Trustee Board unless there are issues that need the Board's immediate attention.

Key management personnel

On 1 January 2019, Adam McCann took up his appointment as the new Chief Executive Officer of Diversity Role Models. His appointment followed the previous Chief Executive Officer Claire Harvey's decision to leave her role, at which point she was appointed to the Board of Trustees.

Reference and administrative details

Charity Name: Diversity Role Models
Charity Number: 1142548
Company Number: 07640644

Principal and Registered Office: St Anne's Church
 55 Dean Street
 London, W1D 6AF

Chief Executive Officer: Adam McCann

Trustees and Directors:

The Trustees who served during the year, or who served at the time this report and financial statements were approved, who were also directors of the company were as follows:

ALI, Tamoor (Chair)

BELCHER, Antonia Denise

BERRYMAN, Alison

BHIMANI, Faheem

BOSWORTH, Catherine Jane

DRENNEN, Christopher Glenn

FORD, James Nicholas

HARVEY, Claire Louise

(Appointed on 20 January 2019)

MILLER-MCCAFFREY, Ann Susan

SLINGER, Helen Louise (Treasurer)

(Resigned on 16 September 2019)

Bankers:

Lloyds Bank
 Kilburn Branch
 106 Kilburn High Road
 London, NW6 4HY

National Westminster Bank
 Tottenham Court Road Branch
 45 Tottenham Court Road
 London, W1T 2EA

Independent Examiner:

Stephen Jones
 Myrus Smith Chartered Accountants
 Norman House
 8 Burnell Road
 Sutton
 Surrey
 SM1 4BW

Statement of Trustees' and Directors' responsibilities

The Trustees, who are also Directors of Diversity Role Models for the purposes of company law, are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The Trustees confirm that they have complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Company law requires the Directors to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities' Statement of Recommended Practice;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures being disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Board:



Tamoor Ali, Chair

Date 19 May 2020

Report of the Independent Examiner

Independent Examiner's Report to the Trustees of Diversity Role Models

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 August 2019 which are set out on pages 15 to 27.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Stephen Jones, FCA

Date 19 May 2020

Myrus Smith Chartered Accountants
Norman House, 8 Burnell Road, Sutton, Surrey, SM1 4BW

Statement of Financial Activities

for the year ended 31 August 2019

	Notes	Unrestricted Funds £	Restricted Funds £	2019 £	2018 £
Income from:					
Donations and legacies	3	221,542	135,404	356,946	292,787
Charitable activities					
- Contributions from schools		76,969	-	76,969	62,212
Other trading activities		25,201	-	25,201	15,505
Total income		<u>323,712</u>	<u>135,404</u>	<u>459,116</u>	<u>370,504</u>
Expenditure on:					
Raising funds		41,082	-	41,082	51,967
Charitable activities		258,673	90,746	349,419	330,771
Total expenditure	4	<u>299,755</u>	<u>90,746</u>	<u>390,501</u>	<u>382,738</u>
Net income/(expenditure)		23,957	44,658	68,615	(12,234)
Transfer between funds		207	(207)	-	-
Funds brought forward		<u>167,249</u>	<u>20,552</u>	<u>187,801</u>	<u>200,035</u>
Fund balances carried forward		<u><u>191,413</u></u>	<u><u>65,003</u></u>	<u><u>256,416</u></u>	<u><u>187,801</u></u>

There are no recognised gains or losses other than those in the Statement of Financial Activities.

All the above amounts relate to continuing activities.

The notes on pages 16 to 27 form part of these financial statements.

Balance Sheet

As at 31 August 2019

	Notes	2019 £	2018 £
Fixed assets			
Tangible assets	7	830	1,277
		<u>830</u>	<u>1,277</u>
Current assets			
Debtors	8	52,849	63,043
Cash at bank and in hand		222,458	151,009
		<u>275,307</u>	<u>214,052</u>
Current liabilities			
Creditors falling due within one year	9	(19,721)	(27,528)
Net current assets			
		<u>255,586</u>	<u>186,524</u>
Total net assets			
		<u>256,416</u>	<u>187,801</u>
Funds			
Unrestricted	11	191,413	167,249
Restricted	11	65,003	20,552
Total funds			
		<u>256,416</u>	<u>187,801</u>

For the year ended 31 August 2019 the company is exempt from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with s476.

The directors acknowledge their responsibilities in complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The accompanying notes form an integral part of these financial statements.

The financial statements were approved by the Directors on date 19 May 2020.



Tamoor Ali, Chair

Date 19 May 2020

The notes on pages 16 to 27 form part of these financial statements.

Notes to the Financial Statements

1. Accounting Policies

1.1 Basis of preparation of the financial statements

The financial statements are prepared under the historical cost convention and include the results of the entity's operations which are described in the Trustees' Report and all of which are continuing.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Charities Act 2011 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015.

The charity constitutes a public benefit entity as defined by FRS102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Tangible fixed assets for use by the charity and depreciation

Tangible fixed assets for use by the charity are stated at cost less depreciation.

Depreciation is provided at rates calculated to write-off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Computer equipment	33.33% straight-line
Office equipment	20.00% straight-line

The charity does not capitalise individual expenditure items below £100.

1.3 Income

Income from donations and grants is recognised when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income is shown gross, with the associated costs included in expenditure.

Voluntary help is invaluable to the charity. This cost has not been included in the financial statements since the monetary value cannot reasonably be quantified. During the year 652 (2018: 425) volunteers supported the charity, in addition to the Board of Trustees, volunteering for an estimated 1,997 (2018: 1,415) hours in total. Further details of the contribution made by volunteers can be found in the Report of the Directors.

Notes to the Financial Statements

1. Accounting Policies (continued)

1.4 Expenditure

Liabilities are recognised as an expense as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Support costs are those costs incurred in running the charity and have been allocated to charitable activities and cost of generating funds on the basis of an estimate of the proportion of the charity's resources applied to each.

Governance costs, included within support costs, are those costs of running the charity as a legal entity.

1.5 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.6 Gifts in kind

Income in the form of gifts in kind is included in the Statement of Financial Activities at its estimated gross value to the charity. The current value is the price that the charity reasonably estimates it would have to pay in the open market for an equivalent item or service. An equivalent amount of gifts in kind is included in expenditure.

1.7 Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor.

Unrestricted funds comprise those funds which the Trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the Directors, at their discretion, have created a fund for a specific purpose.

1.8 VAT

Where appropriate, expenditure includes irrecoverable value added tax.

1.9 Pensions costs

The charity auto-enrols all eligible employees into a workplace pension scheme. Staff can choose to opt out of this and have the charity pay into a personal pension plan on their behalf instead. The charity will match pension contributions up to 4%. On 1 April 2020 the minimum contribution for the workplace pension scheme was increased from 3% to 4%.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and bank overdrafts.

Notes to the Financial Statements

1. Accounting Policies (continued)

1.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS102 to all of its financial instruments.

2. Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Income from donations and legacies

	Unrestricted Funds £	Restricted Funds £	2019 £	2018 £
Grants	-	135,404	135,404	40,987
Donations	201,105	-	201,105	157,828
Major DRM events	6,657	-	6,657	80,192
Gifts in kind	13,780	-	13,780	13,780
	<u>221,542</u>	<u>135,404</u>	<u>356,946</u>	<u>292,787</u>

2019 Grants includes an amount of £99,978 received from the Government Equalities Office for a project working with staff in schools around homophobic, biphobic and transphobic bullying (2018: £0); and an amount of £1,718 received from Westminster City Council for working in Westminster schools (2018: £0).

2018 Grants includes an amount of £20,117 received from the Home Office for a project working with secondary schools in Ealing, Hackney, Newham, Tower Hamlets and Waltham Forest.

Notes to the Financial Statements

4. Total expenditure

	Staff costs £	Direct costs £	Dep'n £	Support costs £	Total 2019 £	Total 2018 £
Raising funds	26,221	9,089		5,772	41,082	51,967
Charitable activities	276,784	39,008	927	32,700	349,419	330,771
	<u>303,005</u>	<u>48,097</u>	<u>927</u>	<u>38,472</u>	<u>390,501</u>	<u>382,738</u>

Direct costs

	2019 £	2018 £
Corporate delivery – facilitators	370	360
Marketing consultancy	-	5,791
Miscellaneous costs	273	242
Miscellaneous staff costs	725	649
Monitoring and evaluation	3,780	3,780
Raising funds		
- Advertising & marketing	3,071	1,145
- Gala event	-	38,753
- Other fundraising costs	7,195	7,198
Recruitment	889	-
Schools delivery		
- Advertising & marketing	5,134	-
- Facilitators	2,776	4,370
- Travel & subsistence	7,994	5,830
- Other delivery costs	719	-
Staff training	1,294	996
Travel & subsistence (non-delivery)	3,571	2,682
Volunteer expenses (non-delivery)	306	1,794
Web services	10,000	10,000
	<u>48,097</u>	<u>83,590</u>

Notes to the Financial Statements

4. Total expenditure (continued)

Support costs	2019	2018
	£	£
Accountancy	1,882	1,597
Insurance	944	941
IT costs	5,966	3,660
Office, stationery & postage	6,730	2,975
Rent	18,000	18,000
Subscriptions	565	1,240
Telephone	2,745	2,418
Governance costs		
- Independent Examination	1,640	1,640
	<u>38,472</u>	<u>32,471</u>

During the year the charity received the benefit of assistance with a donor database from Salesforce. The database has been valued at its value in use to the charity of £3,780 (2018: £3,780). This is considered to be a direct cost of charitable activities.

The charity benefited from pro bono web services from Sigma Consulting Solutions. The value of services provided was £10,125 (2018: £36,900). The charity has valued this at its value in use to the charity of £10,000 (2018: £10,000). This is considered to be a direct cost of charitable activities.

The charity benefited from advertising provided by Google, Ocean Outdoor and Redwood BBDO in the current year, however this has not been included as the benefit to the charity is unable to be quantified in financial terms given that the charity would not pay for similar services on the open market.

5. Net income/(expenditure)

	2019	2018
	£	£
The net income/(expenditure) for the year is stated after charging:		
Independent examination (Myrus Smith Chartered Accountants)	1,640	1,640
	<u>1,640</u>	<u>1,640</u>

Notes to the Financial Statements

6. Staff costs and emoluments

	2019	2018
	£	£
Wages and salaries	270,522	239,893
National insurance	23,303	21,112
Pension costs	9,180	4,890
	<u>303,005</u>	<u>265,895</u>

	2019	2018
	Headcount	Headcount
The average number of staff employed by the charity during the year	<u>8.0</u>	<u>7.3</u>

No employee received emoluments in excess of £60,000 during the year (2018: One).

Total remuneration of key management personnel in the year was as follows:

	2019	2018
	£	£
Aggregate compensation	75,546	74,020

7. Tangible assets

	Computer equipment	Office equipment	Total
	£	£	£
Cost			
As at 1 September 2018	13,062	1,706	14,768
Additions	-	481	481
	<u>13,062</u>	<u>2,187</u>	<u>15,249</u>
As at 31 August 2019	13,062	2,187	15,249
	<u>13,062</u>	<u>2,187</u>	<u>15,249</u>
Accumulated depreciation			
As at 1 September 2018	12,859	632	13,491
Charge for the year	203	725	928
	<u>13,062</u>	<u>1,357</u>	<u>14,419</u>
As at 31 August 2019	13,062	1,357	14,419
	<u>13,062</u>	<u>1,357</u>	<u>14,419</u>
Net book value			
As at 31 August 2019	-	830	830
	<u>-</u>	<u>830</u>	<u>830</u>
As at 1 September 2018	203	1,074	1,277
	<u>203</u>	<u>1,074</u>	<u>1,277</u>

All fixed assets are used for charitable purposes.

Notes to the Financial Statements

8. Debtors

	2019	2018
	£	£
Accounts receivable	28,063	19,555
Other debtors	3,000	3,625
Prepayments and accrued income	21,786	39,863
	<u>52,849</u>	<u>63,043</u>

9. Creditors

	2019	2018
	£	£
Amounts falling due within one year:		
Accounts payable	1,468	896
Accruals	8,223	7,554
Deferred income (note 10)	150	12,561
PAYE payable	8,032	5,642
Pensions payable	1,848	875
	<u>19,721</u>	<u>27,528</u>

10. Deferred income

	2019	2018
	£	£
Opening balance	12,561	34,366
Deferred income received in the year	1,864	14,000
Amounts released	(14,275)	(35,805)
	<u>150</u>	<u>12,561</u>

Deferred income is funding received in advance for specific events.

Notes to the Financial Statements

11. Funds of the charity

	At 1 September 2018 £	Income £	Expenditure £	Transfers £	At 31 August 2019 £
Restricted					
Student workshops					
- Lewisham	3,000	-	(1,500)	-	1,500
- North East hub	-	26,308	(3,615)	-	22,693
- Interserve	2,175	-	-	-	2,175
- Hammersmith & Fulham	-	1,000	-	-	1,000
- Peer-led workshops	3,500	-	(3,500)	-	-
- Ealing	7,480	-	(7,273)	(207)	-
- Westminster	-	1,718	(1,718)	-	-
- South Westminster	4,397	-	(3,204)	-	1,193
Charles Lewis Foundation	-	1,400	-	-	1,400
T.K. Maxx and Homesense Foundation	-	5,000	(3,103)	-	1,897
Government Equalities Office	-	99,978	(66,833)	-	33,145
Total restricted	20,552	135,404	(90,746)	(207)	65,003
Unrestricted					
General funds	165,972	323,712	(298,827)	(274)	190,583
Fixed assets	1,277	-	(928)	481	830
Total unrestricted	167,249	323,712	(299,755)	207	191,413
Total funds	187,801	459,116	(390,501)	-	256,416

Restricted funds

Restricted funds are created from funds received in the form of grants and sponsorship for the delivery of services to specific geographical areas or for specific projects.

Unrestricted funds

The net book value of the fixed assets has been designated as it does not form part of the free reserves of the charity.

Notes to the Financial Statements

11. Funds of the charity (continued)

	At 1 September 2017 £	Income £	Expenditure £	At 31 August 2018 £
Restricted				
Pupil workshops				
- Lewisham	4,000	-	(1,000)	3,000
- Camden	2,837	-	(2,837)	-
- Repeat schools	1,750	-	(1,750)	-
- Interserve	2,500	-	(325)	2,175
- Peer-led workshops	-	5,000	(1,500)	3,500
- Ealing	-	9,973	(2,493)	7,480
- Westminster primary schools	-	1,500	(1,500)	-
- South Westminster	-	4,397	-	4,397
Home Office project	-	20,117	(20,117)	-
Total restricted	<u>11,087</u>	<u>40,987</u>	<u>(31,522)</u>	<u>20,552</u>
Unrestricted				
General funds	186,889	329,517	(350,434)	165,972
Fixed assets	2,059	-	(782)	1,277
Total unrestricted	<u>188,948</u>	<u>329,517</u>	<u>(351,216)</u>	<u>167,249</u>
Total funds	<u>200,035</u>	<u>370,504</u>	<u>(382,738)</u>	<u>187,801</u>

Restricted funds

Restricted funds are created from funds received in the form of grants and sponsorship for the delivery of services to specific geographical areas or for specific projects.

Unrestricted funds

The net book value of the fixed assets has been designated as it does not form part of the free reserves of the charity.

Notes to the Financial Statements

12. Other financial commitments

At 31 August 2019, the charity had outstanding commitments in relation to land and buildings for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2019	2018
	£	£
Within one year	18,000	18,000
Between 2 and 5 years	13,500	31,500
In over 5 years	-	-
	<u> </u>	<u> </u>

13. Related party transactions

The total amount of donations received from the Trustees or Key Management Personnel during the year was £2,940 (2018: £2,160).

The total amount of donations received from domestic partners of Trustees or Key Management Personnel during the year was £2,116 (2018: £30).

Emma Miller-McCaffrey, the wife of Ann Miller-McCaffrey, has been employed by the charity as Community Engagement Manager since 26 February 2018. For this she received total remuneration of £31,202 in the current year, inclusive of salary, employer's national insurance and pension contributions (2018: £15,502).

Diversity Role Models received from Credit Suisse £4,000 for the delivery of training and a £500 Employee Participation Grant in recognition of the number of hours volunteered by Rupert McCann, the husband of Adam McCann (Chief Executive Officer), who is an employee of Credit Suisse.

14. Trustee remuneration

No Trustees during the year were reimbursed for travel expenses relating to the charity (2018: none).

No other Trustee, nor any person connected with them, has received, or is due to receive, any remuneration for the year, nor obtained any financial benefit, directly or indirectly from the charity's funds.

15. Company limited by guarantee

Every member of the company has undertaken to pay such an amount as may be required, not exceeding £10, towards the charitable company's assets on a winding up.

Notes to the Financial Statements

16. Comparative information

	Unrestricted Funds £	Restricted Funds £	2018 £
Income from:			
Donations and legacies	251,800	40,987	292,787
Charitable activities			
- Contributions from schools	62,212	-	62,212
Other trading activities	15,505	-	15,505
Total income	<u>329,517</u>	<u>40,987</u>	<u>370,504</u>
Expenditure on:			
Raising funds	51,967	-	51,946
Charitable activities	299,249	31,522	330,771
Total expenditure	<u>351,216</u>	<u>31,522</u>	<u>382,738</u>
Net income/(expenditure)	(21,699)	9,465	(12,234)
Funds brought forward	<u>188,948</u>	<u>11,087</u>	<u>200,035</u>
Fund balances carried forward	<u><u>167,249</u></u>	<u><u>20,552</u></u>	<u><u>187,801</u></u>

17. Analysis of net assets between funds

	Fixed assets £	Current assets £	Current liabilities £	Net assets £
2019				
Unrestricted funds	-	210,304	(19,721)	190,583
Designated funds	830	-	-	830
Restricted funds	-	65,003	-	65,003
At 31 August 2019	<u>830</u>	<u>275,307</u>	<u>(19,721)</u>	<u>256,416</u>

Notes to the Financial Statements

17. Analysis of net assets between funds (continued)

Comparative information for the analysis of net assets between funds is as follows:

2018	Fixed assets £	Current assets £	Current liabilities £	Net assets £
Unrestricted funds	-	193,500	(27,528)	165,972
Designated funds	1,277	-	-	1,277
Restricted funds	-	20,552	-	20,552
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 August 2018	<u>1,277</u>	<u>214,052</u>	<u>(27,528)</u>	<u>187,801</u>