

**COMPANY REGISTRATION NUMBER: 7058600**  
**CHARITY REGISTRATION NUMBER: 1142159**

**Diverse Excellence Cymru Limited**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2018**



**WALTER HUNTER & CO LIMITED**  
Chartered accountant & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

# **Diverse Excellence Cymru Limited**

**Company Limited by Guarantee**

**Financial Statements**

**Year ended 31 March 2018**

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# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report)**

#### **Year ended 31 March 2018**

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2018.

#### **Reference and administrative details**

<b>Registered charity name</b>	Diverse Excellence Cymru Limited
<b>Charity registration number</b>	1142159
<b>Company registration number</b>	7058600
<b>Principal office and registered office</b>	Alexandra House 3rd Floor 307 - 315 Cowbridge Road East Cardiff CF5 1JD

#### **The trustees**

Mr M A Harris	
Ms D M Sibanda	
Mr J Williams	
Ms A Toby	
Mr A Quinn Aziz	
Ms J Francois	(Appointed 12 December 2017)
Ms S Evans	(Appointed 11 July 2017)
Ms H S Dadoo	(Appointed 12 December 2017)
Ms R J Ballard	(Appointed 11 July 2017)
Mr K R Dewhurst	(Retired 16 May 2017)
Dr C Willie	(Retired 16 May 2017)
Mr E Street	(Retired 11 July 2017)
Mr S Singh	(Retired 11 July 2017)
Ms M S Earle	(Retired 12 December 2017)

<b>Auditor</b>	Jonathan Rhodes BSc FCA Chartered accountant & statutory auditor Walter Hunter & Co Limited 24 Bridge Street Newport South Wales NP20 4SF
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# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2018**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing Document**

The organisation was formed as a company limited by guarantee and is governed by the Memorandum and Articles of Association. It was incorporated on 27th October 2009, registered as a Charity on 22nd February 2011 and started to operate on 1st April 2011.

This followed the amalgamation of two existing organisations, being Awetu and the Cardiff & Vale Coalition for Disabled People. Awetu ('Our Unity' in Swahili) was a registered charity set up in 1988 as a result of the growing concern among a number of professional workers at the over representation of black clients within the mental health services and the need to improve the sensitivity of these services to black people's needs.

Cardiff & Vale Coalition for Disabled People, a Company Limited by guarantee, was created in 1991. It was established from the outset as an organisation for disabled people that could challenge barriers; bring disabled people together to campaign on relevant issues such as education, employment, housing, transport and strengthen the voices of disabled people in the community and in decision making.

##### **Recruitment**

The Directors also serve as Trustees of the Charity. Trustees can be voted for at the Annual General Meeting or can be co-opted by the Board of Trustees at any time.

##### **Trustee Induction and Training**

The charity has a comprehensive induction training programme. Following the initial induction a range of training opportunities are provided with particular regard to governance.

##### **Risk Review**

All major risks to which the Charity becomes exposed to, is identified by the Trustees these are reviewed and systems or procedures established to manage those risks

The following key principles outline Diverse Cymru's approach to risk management and internal control:

- The Board of Trustees has responsibility for overseeing risk management within Diverse Cymru as a whole.
- A risk register is maintained and updated as required.
- An open and receptive approach to solving risk problems is adopted by the Board of Trustees.
- The CEO and Senior Management Team (SMT) offer support, advice and implement policies and procedures agreed by the Board of Trustees.
- Diverse Cymru recognises prudent disclosure of financial and non-financial implications of risks.
- The Trustees, CEO, SMT and other key staff are responsible for encouraging good risk management practice within their areas of work.

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2018**

#### **OBJECTIVES AND ACTIVITIES**

##### **Organisational structure**

The Board of Trustees has strategic oversight, in line with charity law. The Chief Executive is an ex officio member of the Board by virtue of his role as Company Secretary and is supported by SMT in the administration of his operational responsibility for the charity.

##### **OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT**

The Charity's objects are specifically restricted to promote equality and diversity for the benefit of the public by seeking to eliminate discrimination in all its forms, in particular but not exclusively, by the provision of advice, information and training.

Diverse Cymru's vision is 'a world without prejudice or discrimination, where every person is equal and diversity is celebrated'.

Our mission is to eliminate discrimination and inequality in Wales. We will do this through:

- |                  |  |
|------------------|--|
| Provision        | - Delivering services that reduce inequality;                                |
| Promotion        | - Increasing awareness of equality issues;                                   |
| Participation    | - Enabling people affected by inequality to engage and speak for themselves; |
| Inspiring action | - Motivating people to take action against inequality.                       |

##### **ACHIEVEMENTS AND PERFORMANCE**

Since last year 2016-17 which saw unprecedented change in the organisation, Diverse Cymru has continued on its journey to provide high quality services that make a real difference to the lives of those we support.

This year has not been without its challenges, in June of this year we lost the Cardiff Direct Payments contract that we have held for over 10 years.

This was followed by the loss of the "families first" contract for giving advice and advocacy to Cardiff council.

Whilst these losses had a significant impact on finances it was not catastrophic, and with some cost reduction the loss has been managed effectively as we outlined in our risk management plan.

The management team and staff did not stand still but instead have put extra time and effort into finding alternative funding, this was paid off by being awarded the DP contract for Newport in March of 2018.

However through all the difficulties one thing has remained constant throughout, and that is the dedication and commitment of all staff to ensure we never lost sight of what really matters, "Our Service Users".

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2018**

As you can see from the following overview we have also been successful in delivering positive results in all other areas of our operation.

We will also take this opportunity to thank all the staff, trustees, volunteers, clients and service partners for their support, ensuring this year ended with a very positive outcome.

#### **BME**

The 'Get Your Kicks on' project worked with over 200 youth in Cardiff, Swansea, Newport and Wrexham. Delivering mental health awareness sessions to the youth and the youth workers. If the youth workers noticed any unusual behaviour with their youth, they now have the confidence to either speak to the member or contact diverse Cymru and ask for the youth worker to drop in.

Last year the most severe case was dealing with a suicidal youth in Riverside, with the help of Diverse Cymru and encouragement from Riverside youth team the young male is doing a lot better and has accessed the help he needed.

The project took several groups out for walks with the green prescription activity. Visiting Pen-y-Fan, Cardiff Bay and Mount Snowdon. Every walk the youth received bags full of information on mental health and organisations to help with mental health issues. The bags had activities in for the younger participants to help talk about feelings.

Every activity had feedback forms, to document the benefits of the green prescription the feedback was all positive the participants all noticed a difference with their mental health feeling a lot more positive after the walk or having a clearer head. The walks had given them time to think and time away from the regular normalities in their lives. The documentation for the green prescription has all been positive.

The BME Mental Health Policy project went on the road in 2017 with the United Kingdom Investors in Equality and Diversity (UKIED) to promote the Accreditation scheme for working with diverse communities in mental health. This will be the first of its kind in the United Kingdom. We held Stakeholder Information events in Cardiff and Carmarthen. Follow-up meetings and take-up of the scheme planned for Summer of 2018.

Delivered 6 BME mental health awareness sessions around Wales. Sessions were delivered to mental health/psychology practitioners, independent advocates and voluntary sector workers in Hywel Dda, Pontypridd, Cardiff and Swansea. All sessions were received positively.

#### **Advice**

Before losing the Families First contract the Advice section had been running three projects:-

As part of the Families First programme we provided benefit advice for families with a disabled child(ren) and for young disabled people who live or wish to live independently and an advocacy service for parents of disabled children. The service was for Cardiff residents and ended on 31st March 2018 due to funding ending.

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

#### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

##### **Year ended 31 March 2018**

Advocacy to disabled people who are residents in the Vale of Glamorgan with priority to those with critical and substantial care needs. The service is funded by VoG Adult Social Services and is limited to 30 cases a year. For FY2017/18 we opened 43 cases thus exceeding target by 13. The contract to deliver the service has been renewed for the year 2018/19 with 1% increase in funding. The work undertaken includes welfare benefits (applications, appeals and Tribunal representations), social care and housing.

Hynt arbitration – has been carried out by the team since January 2017 and the contract runs until 2020. The scheme is funded through Creu Cymru by Arts Council for Wales. Hynt is a card for disabled people with care needs that entitles the holder to a ticket free of charge for their accompanying carer(s), companion or Personal Assistant.

Arbitration is for customers who have access needs that are not represented in the automatic eligibility criteria or whose original application was rejected. For the FY17/18 the team considered 124 applications.

##### **Funding and Projects**

In this period Diverse Cymru continued to receive funding from Cardiff Council in support of our engagement programme and the third sector partnership (with Cardiff Third Sector Council and Race Equality First)

**Cardiff Third Sector Council funded Co-Creating Health Change Project** – November 2017 saw the end of this successful engagement project that brought together people from diverse communities to share views about health, social care and wellbeing services. Our Policy and Engagement department continue to develop opportunities for people to feedback about services and policies that affect them.

**My Wales: Stories from Asylum Seekers and Refugees in Wales.** Commissioned by the Equality and Human Rights Commission (EHRC) to film asylum seekers and refugees across Wales, making a series of short films to highlight people's 'lived experiences' in Wales.

**Diversity in the Film and TV Sectors in Wales** – Funded by the Welsh Government's Creative Unit, we have developed a network of engaged professionals to take forward recommendations from the Strategy report written in 2016.

**Golden Thread Advocacy Project Board Member** – a Welsh Government funded 3-year project to run alongside and support the implementation of Part 10 (Advocacy) of the Social Services and Well-being (Wales) Act 2014. Diverse Cymru is a member of the Golden Thread Advocacy Project Board.

**BME Girls Gymnastics Project** – funded by Welsh Gymnastics, this project implemented and manages a new gymnastics club for BME girls in Butetown, Cardiff. Our management of this project will come to an end in May 2018 but as a result of our successful management, the project will continue to be delivered by parents and others involved.

##### **Direct Payments**

At the start of 2017, Direct Payments under Diverse Cymru was looking very healthy with the statistics reported below:

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2018**

We had the following service users in Cardiff prior to losing Contract in June 2017.  
858 active Service Users and 15 members of staff dealing with the contract.

In West Wales in March 2018 we have:-

Carmarthenshire – 453 active Service User

Ceredigion – 308 active Service Users

Pembrokeshire – 349 Service Users

Totalling – 1110 Service Users we also have 18 members of staff spread across the three counties.

The team in West Wales have been very busy this year, promoting both Direct Payments and the Role of the Personal Assistant, resulting in increased referrals and a faster recruitment process. The Service Users were obviously pleased by this, as the results from the Annual Evaluation of Services illustrated a high level of satisfaction.

On April 1st 2018, we began delivery of a Payroll and Managed Banking Service to Newport County Council.

It is expected that we will continue to build the service in the following year.

#### **Engagement, Research and Policy department**

During 2017-18 we undertook a joint engagement project with C3SC. This Your Wellbeing, Your Government project (WCVA Open Government Network Wales funded) looked at skilling up diverse individuals in engaging with public sector organisations and co-produce new ways of engaging diverse communities between diverse individuals and public sector organisations. 2 launches and 6 engagement events in Cardiff and the Vale of Glamorgan were held in 2017-18 with an initial report produced. This project will be completed in 2018-19 with further engagement events and an end of project event launching the new model and working together to implement it.

We also completed the 4 ½ years Co-creating Healthy Change project. This involve forums, meetings, engagement and developing co-production in Cardiff and the Vale of Glamorgan. The network of contacts who want to get involved in engagement, policy and influencing has fed into our Cardiff Third Sector Partnership and University Service User involvement work. We continue to engage these diverse individuals and influence local, Welsh and UK policy, legislation and practice design building on the legacy of this project.

#### ***Research projects***

Our team delivered 4 specific funded research projects in 2016-17.

We undertook an evaluation of Powys County Council's Syrian Vulnerable Persons' Resettlement Scheme. This involved interviews with Syrian refugees, support organisations and public services. A report with recommendations was produced.

We delivered a project looking at public sector organisations' compliance with the Public Sector Equality Duties for Wales commissioned by the EHRC Wales. This involved extensive desk-top research, questionnaires, interviews and case study and report development alongside compliance data.



## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2018**

We delivered a project with C3SC engaging third sector organisations in developing resources for third sector organisations throughout Wales to understand and use the Public Sector Equality Duty specific duties for Wales. We produced a range of resources for the EHRC to distribute to third sector organisations in Wales.

We delivered a project for the EHRC Wales evaluating the effectiveness and impact of the identifying and tackling discrimination course. This involved surveys, extensive interviews, and developing recommendations and reports.

#### ***University service user involvement***

We continue to deliver equality lectures and service user and carer involvement and development activities in relation to the social work courses at Cardiff University and Cardiff Metropolitan University.

#### ***Engagement and Cardiff Third Sector Partnership***

We are funded by Cardiff Council to deliver engagement, policy and influencing work as part of the Cardiff Third Sector Partnership. We also deliver engagement and strategic advice for the Age Cymru Golden Thread Advocacy Project. We delivered 8 engagement events with diverse communities with over 40 different diverse individuals attending. These fed into responses to 8 Cardiff based consultation or influencing opportunities and 10 Welsh or UK consultations, inquiries and other influencing opportunities. We have engaged quarterly with 6 strategic networks and have been part of 15 different Welsh strategic partnerships, networks and meetings during the year. We've held 2 training events skilling up individuals from diverse communities and brought a number of external organisations to discuss their priorities and projects with diverse communities. We arranged and facilitated engagement on their Strategic Equality Plan for Social Care Wales, which they funded. We have hosted 2 student placement and 4 volunteers with the department this year.

#### **Financial review**

##### **Results for the year**

This is the sixth year of operation for the Charity during which the organisation has continued to grow with a surplus of £163,694 increase in the Incoming Resources. This reflects the impact of a full year of direct payments in West Wales and was anticipated by the Trustees.

The average number of employees, calculated on the basis of full time equivalents, has decreased from 58 to 42.

##### **Reserves Policy**

The Board of Trustees believes that the Charity requires a sufficient level of reserves to cover the on-going work of the Charity and its administrative functions. At this point there are insufficient reserves to cover unexpected occurrences. The Board aims to maintain three months running costs in order to ensure continued operation and appropriate cash flow management.

Unrestricted funds stand at £469,964.

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2018**

The Trustees regard the on-going review of the reserves policy as part of managing the Charity. The operating results are identified and reported upon each month. On completion of the Audit of the Annual Accounts unrestricted funds are identified and analysed. The reserves policy is then reviewed by the Board of Trustees as part of the Charity's strategic planning process. The review ensures that the policy is still relevant as the Charity develops, changes and implements its strategy.

#### **Principle Funding**

The principle funding of the Charity is through West Wales by supporting the Direct Payments operations for £734,577 and Cardiff City Council £337,880. The organisation is looking at developing the provision of our services throughout the rest of Wales.

#### **Material Investments Policy**

The Bank Account is reviewed daily. At present the Charity does not consider it self to have sufficient funds to invest elsewhere and receive a beneficial return. This however is a matter which is continually under review.

#### **PLANS FOR FUTURE PERIODS**

The Charity is looking to develop the existing operations in all areas and in particular in other parts of Wales.

#### **FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS**

The Charity manages, on behalf of Cardiff City Council, Carmarthenshire County Council, Ceredigion County Council and Pembrokeshire County Council the Direct Payment matters for registered Service Users. This is seen as a way of assisting the Service Users in their independence and the respective Councils in the areas of South Wales providing that service.

In doing this we hold, in the Charity's name, monies in a separate bank account which cannot be used for the operation of Charity activities.

At the year end the charity held the following amounts as custodian trustee on behalf of the Managed Payments Scheme:

	2018	2017
	£	£
Cardiff City Council	-	730,220
Carmarthenshire County Council	876,983	685,421
Ceredigion County Council	241,452	293,174
Pembrokeshire County Council	700,642	515,566

These bank accounts are reconciled and agreed on a daily basis.

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2018**

#### **Trustees' responsibilities statement**

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Auditor**

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report and the strategic report were approved on 6th NOV 2018 and signed on behalf of the board of trustees by:

  
Mr J Williams  
Trustee

  
Mr A Quinn Aziz  
Trustee

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited**

**Year ended 31 March 2018**

#### **Opinion**

We have audited the financial statements of Diverse Excellence Cymru Limited (the 'charity') for the year ended 31 March 2018 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

#### **Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited** *(continued)*

**Year ended 31 March 2018**

##### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

##### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

##### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited** *(continued)*

**Year ended 31 March 2018**

#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

## **Diverse Excellence Cymru Limited**

**Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Diverse Excellence Cymru Limited** *(continued)*

**Year ended 31 March 2018**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Jonathan Rhodes BSc FCA (Senior  
Statutory Auditor)  
For and on behalf of  
**WALTER HUNTER & CO LIMITED**  
Chartered Accountants  
& Statutory Auditor

24 Bridge Street  
Newport  
South Wales  
NP20 4SF

6<sup>th</sup> November 2018

# Diverse Excellence Cymru Limited

Company Limited by Guarantee

## Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2018

			2018		2017
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	395	66,597	66,992	50,570
Charitable activities	6	—	332,569	332,569	319,489
Investment income	7	—	—	—	52
Other income	8	1,093,867	—	1,093,867	1,329,814
<b>Total income</b>		<u>1,094,262</u>	<u>399,166</u>	<u>1,493,428</u>	<u>1,699,925</u>
<b>Expenditure</b>					
Expenditure on charitable activities	9,10	894,328	435,406	1,329,734	1,614,651
<b>Total expenditure</b>		<u>894,328</u>	<u>435,406</u>	<u>1,329,734</u>	<u>1,614,651</u>
<b>Net income and net movement in funds</b>		<u>199,934</u>	<u>(36,240)</u>	<u>163,694</u>	<u>85,274</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		270,030	—	270,030	184,756
<b>Total funds carried forward</b>		<u>469,964</u>	<u>(36,240)</u>	<u>433,724</u>	<u>270,030</u>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

(The notes on pages 17 to 30 form part of these financial statements.)



# Diverse Excellence Cymru Limited

Company Limited by Guarantee

## Statement of Financial Position

31 March 2018

	Note	2018 £	2017 £
<b>Fixed assets</b>			
ILS Database	16	36,749	39,039
Tangible fixed assets	17	18,537	44,828
		<u>55,286</u>	<u>83,867</u>
<b>Current assets</b>			
Debtors	18	125,034	170,495
Cash at bank and in hand		311,555	175,908
		<u>436,589</u>	<u>346,403</u>
<b>Creditors: amounts falling due within one year</b>	19	<u>58,151</u>	<u>160,240</u>
<b>Net current assets</b>		<u>378,438</u>	<u>186,163</u>
<b>Total assets less current liabilities</b>		<u>433,724</u>	<u>270,030</u>
<b>Net assets</b>		<u>433,724</u>	<u>270,030</u>
<b>Funds of the charity</b>			
Restricted funds		(36,240)	—
Unrestricted funds		469,964	270,030
<b>Total charity funds</b>	21	<u>433,724</u>	<u>270,030</u>

These financial statements were approved by the board of trustees and authorised for issue on 30 Nov 2018 and are signed on behalf of the board by:

  
Mr J Williams  
Trustee

  
Mr A Quinn Aziz  
Trustee

(The notes on pages 17 to 30 form part of these financial statements.)

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2018

	2018 £	2017 £
<b>Cash flows from operating activities</b>		
Net income	163,693	85,274
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	12,033	18,472
Amortisation of its database	2,290	2,290
Other interest receivable and similar income	–	(52)
Interest payable and similar charges	1,914	–
Accrued income	(94,446)	(53,181)
<i>Changes in:</i>		
Trade and other debtors	45,458	32,455
Trade and other creditors	(7,639)	(51,828)
Cash generated from operations	123,303	33,430
Interest paid	(1,914)	–
Interest received	–	52
Net cash from operating activities	<u>121,389</u>	<u>33,482</u>
<b>Cash flows from investing activities</b>		
Proceeds from sale of tangible assets	14,258	–
Net cash from investing activities	<u>14,258</u>	<u>–</u>
<b>Net increase in cash and cash equivalents</b>	135,647	33,482
<b>Cash and cash equivalents at beginning of year</b>	175,908	142,426
<b>Cash and cash equivalents at end of year</b>	<u>311,555</u>	<u>175,908</u>

(The notes on pages 17 to 30 form part of these financial statements.)

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements**

**Year ended 31 March 2018**

#### **1. General information**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Alexandra House, 3rd Floor, 307 - 315 Cowbridge Road East, Cardiff, CF5 1JD.

#### **2. Statement of compliance**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### **3. Accounting policies**

##### **Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

##### **Going concern**

There are no material uncertainties about the charity's ability to continue.

##### **Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

##### **Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements *(continued)***

#### **Year ended 31 March 2018**

#### **3. Accounting policies *(continued)***

##### **Incoming resources**

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

##### **Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

##### **Amortisation**

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

'ILS' Database	-	Over the useful economic life of 10 years less 50% residual value
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# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements *(continued)***

#### **Year ended 31 March 2018**

#### **3. Accounting policies *(continued)***

##### **Amortisation *(continued)***

If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

##### **Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

##### **Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Leasehold Property	-	Over the term of the lease
Equipment	-	20% p.a. straight line basis
Fixtures & Fittings	-	20% p.a. straight line basis

##### **Impairment of fixed assets**

###### **Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

##### **Financial instruments**

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2018

#### 3. Accounting policies *(continued)*

##### Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

#### 4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter. There are 9 members of the company.

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
<b>Donations</b>			
Donations	395	—	395
	<hr/>	<hr/>	<hr/>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
<b>Donations</b>			
Donations	490	—	490
	<hr/>	<hr/>	<hr/>
<b>Grants</b>			
Cardiff and Vale University Local Health Board	50,080	—	50,080
	<hr/>	<hr/>	<hr/>
	50,570	—	50,570
	<hr/>	<hr/>	<hr/>

## Diverse Excellence Cymru Limited

### Company Limited by Guarantee

#### Notes to the Financial Statements *(continued)*

Year ended 31 March 2018

#### 6. Charitable activities

	Restricted Funds £	Total Funds 2018 £	Restricted Funds £	Total Funds 2017 £
EHRC	19,869	19,869	10,882	10,882
Comic Relief	—	—	10,008	10,008
Cardiff Third Sector Council - Community Voice	10,919	10,919	33,313	33,313
Cardiff Advice Service	59,360	59,360	56,800	56,800
Creu Cymru /ACW	18,511	18,511	2,279	2,279
Cardiff & Vale University Local Health Board Mental Health Grant	66,597	66,597	18,117	18,117
Vale of Glamorgan	17,170	17,170	17,000	17,000
Welsh Government Section 64	75,554	75,554	65,576	65,576
Action for Children - Families First	65,349	65,349	65,350	65,350
Golden Thread	2,000	2,000	—	—
WCVA- Open Government Equalities	1,575	1,575	—	—
EHRC - PSED	20,800	20,800	—	—
Queens baton relay	1,500	1,500	—	—
Powys County Council - Syrian evaluation project work	4,750	4,750	—	—
Welsh Government - Re writing the script commissioning project	10,000	10,000	—	—
Welsh Government Arts Strategy	5,000	5,000	20,189	20,189
Welsh Gymnastics	20,212	20,212	19,975	19,975
	<u>399,166</u>	<u>399,166</u>	<u>319,489</u>	<u>319,489</u>

#### 7. Investment income

	Unrestricted Funds £	Total Funds 2018 £	Unrestricted Funds £	Total Funds 2017 £
Bank interest receivable	—	—	52	52
	<u>—</u>	<u>—</u>	<u>52</u>	<u>52</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2018

#### 8. Other income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Training courses	5,874	—	5,874
Other Income	15,536	—	15,536
Cardiff City Council - Direct payments	337,880	—	337,880
West Wales - Direct Payments	734,577	—	734,577
	<u>1,093,867</u>	<u>—</u>	<u>1,093,867</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Training courses	30,822	—	30,822
Other Income	1,745	—	1,745
Cardiff City Council - Direct payments	652,874	—	652,874
West Wales - Direct Payments	644,373	—	644,373
	<u>1,329,814</u>	<u>—</u>	<u>1,329,814</u>

#### Direct Payments

In helping to meet the 'Independent Living' needs of disabled people, Diverse Cymru provided a direct payment support service during the year on behalf of Cardiff, Carmarthenshire, Ceredigion and Pembrokeshire County Councils to assist service users with all aspects of Direct Payments.



# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2018

#### 9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Training	1,821	–	1,821
Cardiff and Vale University	–	66,597	66,597
Welsh Government	–	75,075	75,075
Direct Payments - Cardiff	176,705	–	176,705
Direct Payments - West Wales	482,860	–	482,860
Vale of Glamorgan	–	24,079	24,079
Welsh Government Arts Strategy	–	11,506	11,506
Welsh Gymnastics	–	26,317	26,317
Vale of Glamorgan - Cardiff Advice Hub	–	59,360	59,360
EHRC	–	20,275	20,275
Cardiff and Vale University Health Board Mental Health Grant	–	–	–
Direct payments Newport	241	–	241
Comic Relief	–	4,611	4,611
Golden Thread	–	750	750
Cardiff Third Sector Community Voice	–	24,314	24,314
WCVA Open Government Equalities	–	1,699	1,699
EHRC PSED	–	20,800	20,800
Action for Children Families First	–	70,162	70,162
Queens baton relay	–	761	761
Powys County Council - Syrian evaluation project work	–	107	107
Creu Cymru	–	18,511	18,511
Welsh Government Toolkit	–	10,482	10,482
Support costs	232,701	–	232,701
	<u>894,328</u>	<u>435,406</u>	<u>1,329,734</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Training	39,225	–	39,225
Cardiff and Vale University	50,080	–	50,080
Welsh Government	–	65,576	65,576
Direct Payments - Cardiff	539,574	–	539,574
Direct Payments - West Wales	662,172	–	662,172
Vale of Glamorgan	–	17,000	17,000
Welsh Government Arts Strategy	–	20,189	20,189
Welsh Gymnastics	–	19,975	19,975
Vale of Glamorgan - Cardiff Advice Hub	–	56,800	56,800
EHRC	–	10,882	10,882
Cardiff and Vale University Health Board Mental Health Grant	–	18,117	18,117
Direct payments Newport	–	–	–
Comic Relief	–	10,008	10,008
Golden Thread	–	–	–
Cardiff Third Sector Community Voice	–	33,313	33,313
WCVA Open Government Equalities	–	–	–
EHRC PSED	–	–	–

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2018

Action for Children Families First	–	65,350	65,350
Queens baton relay	–	–	–
Powys County Council - Syrian evaluation project work	–	–	–
Creu Cymru	–	2,279	2,279
Welsh Government Toolkit	–	–	–
Support costs	4,111	–	4,111
	<u>1,295,162</u>	<u>319,489</u>	<u>1,614,651</u>

#### 10. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2018	Total fund 2017
	£	£	£	£
Training	1,821	–	1,821	39,302
Cardiff and Vale University	66,597	–	66,597	50,080
Welsh Government	75,075	–	75,075	65,576
Direct Payments - Cardiff	176,705	–	176,705	543,608
Direct Payments - West Wales	482,860	–	482,860	662,172
Vale of Glamorgan	24,079	–	24,079	17,000
Welsh Government Arts Strategy	11,506	–	11,506	20,189
Welsh Gymnastics	26,317	–	26,317	19,975
Vale of Glamorgan - Cardiff Advice Hub	59,360	–	59,360	56,800
EHRC	20,275	–	20,275	10,882
Cardiff and Vale University Health Board Mental Health Grant	–	–	–	18,117
Direct payments Newport	241	–	241	–
Comic Relief	4,611	–	4,611	10,008
Central Costs	–	232,701	232,701	–
Golden Thread	750	–	750	–
Cardiff Third Sector Community Voice	24,314	–	24,314	33,313
WCVA Open Government Equalities	1,699	–	1,699	–
EHRC PSED	20,801	–	20,801	–
Action for Children Families First	70,163	–	70,163	65,350
Queens baton relay	761	–	761	–
Powys County Council - Syrian evaluation project work	107	–	107	–
Creu Cymru	18,539	–	18,539	2,279
Welsh Government Toolkit	10,452	–	10,452	–
	<u>1,097,033</u>	<u>232,701</u>	<u>1,329,734</u>	<u>1,614,651</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2018

#### 11. Analysis of support costs

	Central costs	Total 2018	Total 2017
	£	£	£
Staff costs	31,913	31,913	–
Premises	81,435	81,435	–
Communications and IT	10,080	10,080	–
Finance costs	1,914	1,914	77
Governance costs	74,630	74,630	–
Other office costs	9,391	9,391	–
Travel costs	425	425	–
Activities	8,590	8,590	4,034
Depreciation	14,323	14,323	–
	<u>232,701</u>	<u>232,701</u>	<u>4,111</u>

#### 12. Net income

Net income is stated after charging:

	2018	2017
	£	£
Amortisation of ILS database	2,290	2,290
Depreciation of tangible fixed assets	12,033	18,472
Auditors remuneration:		
- Audit of the financial statements	<u>6,918</u>	<u>6,720</u>

#### 13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2018	2017
	£	£
Wages and salaries	876,692	1,199,244
Social security costs	64,189	90,861
Employer contributions to pension plans	21,520	23,300
	<u>962,671</u>	<u>1,313,405</u>

The average head count of employees during the year was 47 (2017: 62). The average number of full-time equivalent employees during the year is analysed as follows:

	2018	2017
	No.	No.
Number of staff	<u>42</u>	<u>58</u>

No employee received employee benefits of more than £60,000 during the year (2017: Nil).

#### 14. Trustee remuneration and expenses

No trustee received any remuneration during the year.

All trustees are entitled to claim expenses for attending meetings, but none have done so this year (2017: £nil).

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2018

#### 15. Transfers between funds

There were £nil transfers between funds during the year (2017: £nil).

#### 16. Intangible assets

	ILS Database £
<b>Cost</b>	
At 1 April 2017 and 31 March 2018	<u>45,797</u>
<b>Amortisation</b>	
At 1 April 2017	6,758
Charge for the year	<u>2,290</u>
<b>At 31 March 2018</b>	<u>9,048</u>
<b>Carrying amount</b>	
At 31 March 2018	<u>36,749</u>
At 31 March 2017	<u>39,039</u>

#### 17. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Equipment £	Total £
<b>Cost</b>				
At 1 April 2017	23,129	12,474	85,512	121,115
Disposals	(17,822)	—	—	(17,822)
<b>At 31 March 2018</b>	<u>5,307</u>	<u>12,474</u>	<u>85,512</u>	<u>103,293</u>
<b>Depreciation</b>				
At 1 April 2017	8,871	6,988	60,428	76,287
Charge for the year	—	2,495	9,538	12,033
Disposals	(3,564)	—	—	(3,564)
<b>At 31 March 2018</b>	<u>5,307</u>	<u>9,483</u>	<u>69,966</u>	<u>84,756</u>
<b>Carrying amount</b>				
At 31 March 2018	<u>—</u>	<u>2,991</u>	<u>15,546</u>	<u>18,537</u>
At 31 March 2017	<u>14,258</u>	<u>5,486</u>	<u>25,084</u>	<u>44,828</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2018

#### 18. Debtors

	2018	2017
	£	£
Trade debtors	78,951	134,997
Prepayments and accrued income	36,683	24,470
Other debtors	9,400	11,028
	<u>125,034</u>	<u>170,495</u>

#### 19. Creditors: amounts falling due within one year

	2018	2017
	£	£
Trade creditors	12,512	28,782
Accruals and deferred income	37,008	131,458
Social security and other taxes	8,631	—
	<u>58,151</u>	<u>160,240</u>

#### 20. Pensions and other post retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £21,520 (2017: £23,300).

#### 21. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2017	Income	Expenditure	At 31 March 2018
	£	£	£	£
Unrestricted funds	270,030	1,094,262	(894,328)	469,964
	<u>270,030</u>	<u>1,094,262</u>	<u>(894,328)</u>	<u>469,964</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2018

#### 21. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2017	Income	Expenditure	At 31 March 2018
	£	£	£	£
Welsh Government - Section 64	—	75,554	(75,075)	479
Cardiff and Vale University Local				
Health board	—	66,597	(66,597)	—
Vale of Glamorgan	—	17,170	(24,079)	(6,909)
Vale of Glamorgan - Cardiff Advice				
Hub	—	59,360	(59,360)	—
Comic Relief	—	—	(4,611)	(4,611)
Cardiff Third Sector - Community Voice	—	10,919	(24,314)	(13,395)
Action for Children Families First	—	65,349	(70,162)	(4,813)
Creu Cymru	—	18,511	(18,511)	—
Welsh Government Arts Strategy	—	5,000	(11,506)	(6,506)
Welsh Gymnastics	—	20,212	(26,317)	(6,105)
EHRC	—	19,869	(20,275)	(406)
Golden Thread	—	2,000	(750)	1,250
Open Gov Equalities WCVA	—	1,575	(1,699)	(124)
PSED (EHRC)	—	20,800	(20,800)	—
Queens Baton Relay	—	1,500	(761)	739
Powys County Council - Syrian				
evaluation project work	—	4,750	(107)	4,643
WG Toolkit	—	10,000	(9,971)	29
Ffilm	—	—	(511)	(511)
	—	399,166	(435,406)	(36,240)

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

#### **Notes to the Financial Statements *(continued)***

##### **Year ended 31 March 2018**

##### **21. Analysis of charitable funds *(continued)***

Cardiff Advice Service - This project is funded by the Vale of Glamorgan Citizens Advice Bureau to provide specialist welfare advice service.

Comic Relief - The purpose of this project is to promote greater involvement of people who have mental health problems and assist in decisions that affect their lives. This is done by increasing the knowledge and understanding of BME people and their communities in mental health issues and increasing their ability support each other and speak up for themselves.

Community Voice - The purpose of this project is to bring together, develop the capacity, promote the voice and support the seldom heard individuals of Cardiff and the Vale.

Families First - The grant is funded by Action for Children to provide support and welfare advice for families with children and young people with disabilities.

Art Council of Wales Framework - The aim of the project is to produce a tool kit on equality and diversity or use by a variety of people in the arts to promote good practice.

Creu Cymru - The project now known as Hynt will enable disabled customers and their carers to access consistent concessions when purchasing tickets across all theatres and arts centres in Wales. The developed scheme rolled out nationally, will act as a catalyst and valuable tool for audience development across the venue network.

Supporting People with Disabilities - The purpose of the grant is to provide advice and support to people with disabilities.

The Welsh Assembly S64 Grant - This grant was used to contribute towards the cost of taking forward BME Mental Health issues across Wales.

Welsh Gymnastics - The project was funded to develop a sustainable women and girls only gymnastics club within the local community with the main focus on the ethnic minority females.

Ffilm- Supporting diverse individuals in gaining access to work opportunities within film and TV.

Golden Thread - DC continue to support this project that helps to ensure that organisations are ready for the commissioning of Advocacy services in the near-future. We continue to contribute as part of the Project's steering group.

Asylum seekers - working with refugees and asylum seekers who share their stories in interviews. To be followed by a publication and a film to be shown nationally.

Equality and Human Rights Commission - three research projects to assess effectiveness of various diversity initiatives

WCVA Open Government Network - project to skill up diverse individuals and co-production of a new model of engagement

## **Diverse Excellence Cymru Limited**

### **Company Limited by Guarantee**

#### **Notes to the Financial Statements *(continued)***

##### **Year ended 31 March 2018**

#### **22. Funds received as agent or held as custodian trustee**

At the year end the charity held the following amounts as custodian trustee on behalf of the Managed Payments Scheme:

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Cardiff City Council	–	730,220
Carmarthenshire County Council	<b>876,983</b>	685,421
Ceredigion County Council	<b>241,452</b>	293,174
Pembrokeshire County Council	<b>700,642</b>	515,566

#### **23. Operating lease commitments**

The total future minimum lease payments under non-cancellable operating leases are as follows:

	<b>2018</b>	<b>2017</b>
	<b>£</b>	<b>£</b>
Not later than 1 year	–	1,728
Later than 1 year and not later than 5 years	<b>54,664</b>	57,072
	<b><u>54,664</u></b>	<b><u>58,800</u></b>

#### **24. Limitation of auditors liability**

By way of a members' resolution dated 14th December 2016, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £100,000 per claim.