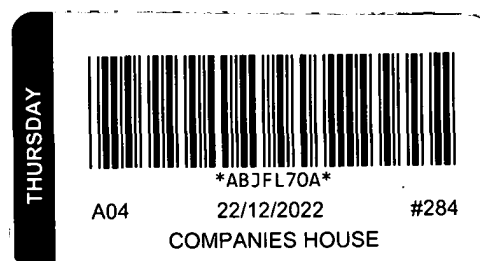


COMPANY REGISTRATION NUMBER: 7058600
CHARITY REGISTRATION NUMBER: 1142159

Diverse Excellence Cymru Limited
Company Limited by Guarantee
Financial Statements
31 March 2022



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

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

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Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2022

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 2022.

Reference and administrative details

Registered charity name Diverse Excellence Cymru Limited

Charity registration number 1142159

Company registration number 7058600

Principal office and registered office Alexandra House
3rd Floor
307 - 315 Cowbridge Road East
Cardiff
CF5 1JD

The trustees

Ms J Jones (Francois)
Mr J Williams
Ms H Dodoo
Ms E Aure (Retired 27 July 2021)
Mr B Coates
Ms R Gibson
Mr P Majithia (Appointed 28 September 2021)
Mrs H Roberts
Ms E Perry
Ms S Rees (Retired 27 July 2021)
Mrs E O'Donovan (Appointed 30 November 2021)

Auditor Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2022

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: 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 lack 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, are 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 2022

Objectives and activities

Organisational structure

The Board of Trustees has strategic oversight, in line with charity law. The CEO is ex officio member of the Board by virtue of their role as Secretary and are supported by SMT in the administration of the 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.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2022

Achievements and performance

Over the last year Diverse Cymru has continued on its journey to provide high quality services that make a real difference to the lives of the people who we support.

The COVID-19 pandemic continued to present significant challenges to the organisation but also provided opportunities to embed new methods of working. Diverse Cymru continued to operate hybrid services to our clients, which ensured we were able to continue to support communities across Wales. The Diverse Cymru team benefited from continued hybrid and flexible work arrangements and will continue to do so in the future.

The demand for our client facing services has continued to increase over the last year, with both our Advocacy and Mental Health support having to implement waiting lists for support.

We have continued to expand our services both creating new partnerships and renewing existing projects. We have expanded our Direct Payments services working with Swansea County Borough Council and Gwynedd County Council. We were delighted to have been awarded a 4 year grant from the National Lottery Community Fund to expand our Mental Health Recovery hub for Black, Asian and minority ethnic communities into West and North Wales. The Hub's Cardiff and the Vale project was renewed for a further 4 years, allowing for an All-Wales mental health service. Diverse Cymru also started an exciting project in partnership with Marie Curie Cymru. Over the next 3 years we will be working together to provide greater equitable access and culturally competent bereavement support across Wales.

Advocacy

Our Advocacy service provides a voice to those experiencing barriers to access support, through advice, guidance and direct advocacy. Our services for the Vale of Glamorgan Council Adult Social Services exceeded the number of client supported by 50% based on our contractual obligations. The work undertaken includes welfare benefits (applications, assessments, appeals and Tribunal representations), social care, housing and complaints against public bodies. The financial gains for clients due to our interventions reached £39,972.00 in payment of arrears and £155,092.00 in ongoing awards. Additionally, one case that was closed during this period resulted in financial compensation for a client when a complaint was upheld.

Mental Health Hub

Our Mental Health Hub is a wellbeing service for Black Asian and Minority Ethnic communities providing one to one mental health support and an online community that creates pathways to better mental health. We continued to have an increase in referrals and have had to rethink how we could work more efficiently to meet the demand for the service. In addition to our face to face work, we continued to develop our online peer support sessions including online activities such as Bollywood dance, mindfulness, book club, tv/documentary club, film club and culture club. This year 93% of our clients reporting an increase in confidence after receiving support from the team.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2022

Achievements and performance *(continued)*

Cultural Competency Certification Scheme

Our Black, Asian and Minority Ethnic Cultural Competency Certification Scheme, works with leaders and organisations to ensure their services across Wales are culturally accessible and competent. This year the scheme went from strength to strength with 18 workplaces joining the scheme with over 140 people receiving the scheme's cultural awareness training sessions. In October 2021, to celebrate World Mental Health Day and Black History Month, we held our inaugural Certificate Presentation Event, with Caswell Clinic and Organisational Development from Public Health Wales receiving their quality marks for completing the certification. Speakers at the event included the First Minister Mark Drakeford, Jane Hutt MS, Minister for Social Justice, and Vaughan Gething MS, Minister for Economy. The First Minister said, "We as a government are proud to fund the Certification Scheme because we recognise the development of good practice because we recognise the services organisations provide need to be fair and equitable. The Scheme is part of our determination in Wales to make a new history acting on lived experiences and it is helping Welsh Government to deliver their promise"

Direct Payments

Our Direct Payments service offer an alternative to support arranged directly by social services and provide people with choice, voice and control over the care that they receive, as identified in the Social Services and Wellbeing (Wales) Act 2014. This year Diverse Cymru support disabled people and carers to achieve control of their support in 6 counties across Wales. We have provided direct payment support to Newport & Swansea. We delivered a full DP support service to Gwynedd County Council. Additionally our bespoke Direct Payments Management software supported 3 West Wales counties of Ceredigion, Carmarthenshire and Pembrokeshire to manage the service in house. In total, the organisation supported over 2,000 people to manage their direct payments in Wales.

Policy, Training & Consultancy

Diverse Cymru has a proven track-record of understanding the experiences of multi-characteristic individuals and communities. The provision of a training and consultancy service contributes to the organisation's profile and reputation as experts in the elimination of discrimination and inequality and to directly improving the experiences of people affected by inequality in Wales. During this year, the expertise of this department was in increasing demand providing specialist equality training to a wide range of public, third and private sector organisations across Wales.

Finally this year saw significant changes to the staffing team and Diverse Cymru, with 43% of the existing staffing team joining in this financial year, including our new CEO. We want to express our sincere thanks to all our staff, trustees, volunteers, clients and partners for their dedication and commitment ensuring we build a more equal Wales for the people who use our services.

Chair's Report

CEO Appointment

Diverse Cymru continues to actively support its mission to eliminate discrimination and inequality in Wales through the delivery of services to reduce inequality, promote awareness of equality issues and enable people affected by inequality to engage and speak for themselves. This is achieved with its advocacy service, mental health support services, engagement and training programmes, and direct payments.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2022

The board would like to thank Zoe King, Deputy CEO, for providing cover as acting CEO until Chris was in post.

Diverse Cymru has had a number of accolades winning several awards in recognition of its expertise in the provision of mental health support services for people from Black, Asian and Minority backgrounds. It was a runner up in the UK 2022 GSK Impact Awards marking the charity's important work with the health and wellbeing of the communities it serves. Other awards include a University of South Wales Innovation and Impact award in the Health and Wellbeing category, a Lifetime Achievement for Suzanne Duval at the Ethnic Minority Welsh Women Achievement Association, a Wales Online Diversity and Inclusion award, and a finalist in the Mental Health and Wellbeing Wales awards.

A major highlight during the year was the National Lottery's People and Places fund making a £500,000 award for a four-year project for a Black, Asian and Minority Ethnic Wellbeing Service. The year was also marked by the first Certificate Presentation Event held for the Black, Asian and Minority Ethnic Cultural Competence Scheme. Speeches were given by the First Minister of Wales, the Minister for Social Justice, and Minister for the Economy (previously Minister for Health and Social Services). Dr Charles Willie, as Cultural Competence Project Advisor, has also been involved in writing a Cultural Competency Toolkit for Mental Health Reform in Ireland. The toolkit will inform mental health services and staff on how best to provide care to individuals from ethnic minority communities in Ireland.

A new Lived Experience Advisory Group is being created with the objective of ensuring that those who experience Diverse Cymru's services inform and shape the future direction of the charity's service provision.

The charity is in a period of transition as it secures new projects and partnerships to replace some of the previous large-scale direct payment projects.

Covid continued to provide a challenging environment at the start of the year with staff working hard to ensure that service users continue to benefit from a positive experience with service provision.

Finally, I would like to thank the trustees for supporting Diverse Cymru with their contributions to board meetings and making strategic decisions to ensure the charity's integrity with its core activities, and the extra support given with participating in sub committees

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2022

Financial review

Results for the year

This is the tenth year of operation for the Charity during which the organisation reported a deficit for the year was £137,660.

The average number of employees, calculated on the basis of full time equivalents, has decreased from 37 to 22.

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. The Board aims to maintain six months running costs in order to ensure continued operation and appropriate cash flow management.

Unrestricted funds stand at £530,735

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 bi-monthly. 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.

Material Investments Policy

The Bank Account is reviewed daily. At present the Charity does not consider itself 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

Diverse Cymru is seeking to develop and expand our services to ensure we are able to help create a nation without prejudice or discrimination, where every person is equal and diversity is celebrated, and our mission is to eliminate discrimination and inequality. Our new pan Wales Mental Health Hub, supporting Black, Asian and Minority Ethnic Communities across Wales, will launch in May 2022, in addition to our partnership with Marie Curie Cymru to ensure equitable access to bereavement support, that launches in April 2022.

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;

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2022

- 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 22nd November 2022 and signed on behalf of the board of trustees by:

Mr J Williams

Interim Chair of Trustees

Mrs H Roberts *Parsons JP*
Trustee & Chair of Finance and HR Sub
Committee

Diverse Excellence Cymru Limited

Company Limited by Guarantee

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

Year ended 31 March 2022

Opinion

We have audited the financial statements of Diverse Excellence Cymru Limited (the 'charity') for the year ended 31 March 2022 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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 2022

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 2022

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.

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 2022

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the charity's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with trustees' and the senior management team as this relates to risks faced by the charity
- Reviewing information received from the charity's solicitors, if any and discussing their contents with the trustees'
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business
- Considering the effect on risk to the charity of the Covid-19 pandemic and the UK's departure from the EU. In particular to note whether any such issues would affect the charity's ability to continue to trade.

Through these procedures, we did not become aware of actual or suspected non-compliance.

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.

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 2022

- 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.

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.

Use of our report

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.



Jonathan Rhodes Bsc BFP 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

22nd November 2022

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

		Unrestricted funds £	2022 Restricted funds £	Total funds £	2021 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	2,999	—	2,999	2,556
Charitable activities	6	—	440,764	440,764	323,646
Other income	7	2,285	—	2,285	17,097
Direct payments	7	257,635	—	257,635	1,095,280
Total income		<u>262,919</u>	<u>440,764</u>	<u>703,683</u>	<u>1,438,579</u>
Expenditure					
Expenditure on charitable activities	8,9	467,746	373,597	841,343	1,204,128
Total expenditure		<u>467,746</u>	<u>373,597</u>	<u>841,343</u>	<u>1,204,128</u>
Net (expenditure)/income and net movement in funds		<u>(204,827)</u>	<u>67,167</u>	<u>(137,660)</u>	<u>234,451</u>
Reconciliation of funds					
Total funds brought forward		735,562	—	735,562	501,111
Total funds carried forward		<u>530,735</u>	<u>67,167</u>	<u>597,902</u>	<u>735,562</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities but note that activity from West Wales has discontinued.

The notes on pages 17 to 33 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	2022 £	2021 £
Fixed assets			
ILS Database	15	35,770	38,554
Tangible fixed assets	16	8,270	1,867
		<u>44,040</u>	<u>40,421</u>
Current assets			
Debtors	17	198,456	227,867
Cash at bank and in hand		504,162	603,570
		<u>702,618</u>	<u>831,437</u>
Creditors: amounts falling due within one year	18	<u>148,756</u>	<u>136,296</u>
Net current assets		<u>553,862</u>	<u>695,141</u>
Total assets less current liabilities		<u>597,902</u>	<u>735,562</u>
Net assets		<u>597,902</u>	<u>735,562</u>
Funds of the charity			
Restricted funds		67,167	—
Unrestricted funds		530,735	735,562
Total charity funds	20	<u>597,902</u>	<u>735,562</u>

These financial statements were approved by the board of trustees and authorised for issue on 22nd November 2022, and are signed on behalf of the board by:

Mr J Williams

Interim Chair of Trustees

Mrs H Roberts
Trustee & Chair of Finance and HR Sub
Committee

The notes on pages 17 to 33 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net (expenditure)/income	(137,660)	234,451
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	1,350	3,581
Amortisation of ils database	2,784	2,784
Interest payable and similar charges	3,345	9,850
Accrued expenses	38,875	90,006
<i>Changes in:</i>		
Trade and other debtors	28,149	(131,535)
Trade and other creditors	(25,153)	27,012
Cash generated from operations	(88,310)	236,149
Interest paid	(3,345)	(9,850)
Net cash (used in)/from operating activities	(91,655)	226,299
Cash flows from investing activities		
Purchase of tangible assets	(7,753)	—
Net cash used in investing activities	(7,753)	—
Net (decrease)/increase in cash and cash equivalents	(99,408)	226,299
Cash and cash equivalents at beginning of year	603,570	377,271
Cash and cash equivalents at end of year	504,162	603,570

The notes on pages 17 to 33 form part of these financial statements.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

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, rounded to the nearest pound.

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.

Restricted funds are subjected to restrictions on their expenditure declared by the donor.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

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.
- 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 2022

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.

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:

Equipment	- 20% p.a. straight line basis
Fixtures & Fittings	- 20% p.a. straight line basis

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 2022

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations	2,999	–	2,999
	<u>2,999</u>	<u>–</u>	<u>2,999</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations	2,556	–	2,556
	<u>2,556</u>	<u>–</u>	<u>2,556</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

6. Charitable activities

Direct Payments

In helping to meet the 'Independent Living' needs of disabled people, Diverse Cymru provided a direct payment support service on behalf of West Wales, Newport, Bridgend, Swansea and Gwynedd County Councils to assist service users with all aspects of Direct Payments.

	Restricted Funds £	Total Funds 2022 £	Restricted Funds £	Total Funds 2021 £
Policy Training	17,050	17,050	14,000	14,000
Policy Management	1,350	1,350	3,450	3,450
Social Care Wales - Policy project	–	–	6,760	6,760
Creu Cymru /ACW	2,000	2,000	5,518	5,518
Cardiff & Vale University Local Health Board				
Mental Health Grant	66,897	66,897	66,597	66,597
Cardiff University SLA	3,835	3,835	3,300	3,300
Vale of Glamorgan	21,765	21,765	18,041	18,041
Welsh Government Section 64	105,877	105,877	97,642	97,642
Welsh Government toolkit	–	–	8,594	8,594
Welsh Government - Cultural Competency Certification	65,697	65,697	13,508	13,508
Welsh Government - Mental Health Recovery Support Fund	53,197	53,197	16,317	16,317
Natural Resources Wales	8,014	8,014	1,986	1,986
Swansea University - Equality and Human Rights Research	–	–	19,363	19,363
WCVA- Advocacy	26,362	26,362	19,773	19,773
HAFAL Newport - Mental Health Project	42,936	42,936	28,797	28,797
WG Community Cohesion	12,000	12,000	–	–
LHB Additional	7,085	7,085	–	–
Marie Curie	1,549	1,549	–	–
Mental Health Additional	5,150	5,150	–	–
	440,764	440,764	323,646	323,646

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

7. Other income

	Direct Payments	Other Income	Total Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	2022 £
Service user involvement training	–	–	–	–	–
Other Income	–	2,285	2,285	–	2,285
Race Equality Management	–	–	–	–	–
West Wales - Direct Payments	101,041	–	101,041	–	101,041
Newport - Direct Payments	31,056	–	31,056	–	31,056
Bridgend - Direct Payments	40,270	–	40,270	–	40,270
Swansea - Direct Payments	39,812	–	39,812	–	39,812
Gwynedd – Direct Payments	45,456	–	45,456	–	45,456
	<u>257,635</u>	<u>2,285</u>	<u>259,920</u>	<u>–</u>	<u>259,920</u>

	Direct Payments	Other Income	Total Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	2021 £
Service user involvement training	–	2,200	2,200	1,250	3,450
Other Income	–	8,835	8,835	–	8,835
Race Equality Management	–	4,812	4,812	–	4,812
West Wales - Direct Payments	971,235	–	971,235	–	971,235
Newport - Direct Payments	31,087	–	31,087	–	31,087
Bridgend - Direct Payments	92,958	–	92,958	–	92,958
Swansea - Direct Payments	–	–	–	–	–
Gwynedd – Direct Payments	–	–	–	–	–
	<u>1,095,280</u>	<u>15,847</u>	<u>1,111,127</u>	<u>1,250</u>	<u>1,112,377</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Policy Training	–	–	–
Policy Management	–	40,121	40,121
Creu Cymru	–	–	–
Cardiff and Vale University Health Board Mental Health Grant	–	46,347	46,347
Vale of Glamorgan	–	27,575	27,575
Welsh Government Section 64	–	81,991	81,991
Welsh Government Toolkit	–	5,738	5,738
Welsh Government - Mental Health Recovery Support Fund	–	38,707	38,707
Welsh Government Cultural Competency Certification	–	56,434	56,434
Swansea University - Equality and Human Rights Research	–	–	–
Natural Resource Wales	–	883	883
HAFAL	–	36,276	36,276
Direct Payments – Bridgend	19,659	–	19,659
Direct Payments - Newport	31,233	–	31,233
Direct Payments - West Wales	992	–	992
Direct Payments - Gwynedd	32,601	–	32,601
Direct Payments - Swansea	17,724	–	17,724
Social Care Wales	–	–	–
WCVA - Advocacy	–	24,109	24,109
Cardiff University	–	293	293
WG Community Cohesion	–	2,400	2,400
Mental Health Additional	–	5,150	5,150
LHB Additional	–	7,086	7,086
Marie Curie	–	487	487
Support costs	365,537	–	365,537
	<u>467,746</u>	<u>373,597</u>	<u>841,343</u>
	Unrestricted Funds	Restricted Funds	Total Funds 2021
Policy Training	–	7,598	7,598
Policy Management	42,872	1,877	44,749
Creu Cymru	–	4,932	4,932
Cardiff and Vale University Health Board Mental Health Grant	–	46,291	46,291
Vale of Glamorgan	–	16,127	16,127
Welsh Government Section 64	–	79,494	79,494
Welsh Government Toolkit	2,400	8,594	10,994
Welsh Government - Mental Health Recovery Support Fund	–	8,619	8,619
Welsh Government Cultural Competency Certification	–	13,508	13,508

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

8. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds	Restricted Funds	Total Funds 2021
Swansea University - Equality and Human Rights			
Research	–	10,500	10,500
Natural Resource Wales	–	1,986	1,986
HAFAL	–	24,225	24,225
Direct Payments – Bridgend	26,760	–	26,760
Direct Payments - Newport	28,725	–	28,725
Direct Payments - West Wales	359,817	–	359,817
Direct Payments - Gwynedd	–	–	–
Direct Payments - Swansea	–	–	–
Social Care Wales	–	3,669	3,669
WCVA - Advocacy	–	17,675	17,675
Cardiff University	–	1,793	1,793
WG Community Cohesion	–	–	–
Mental Health Additional	–	–	–
LHB Additional	–	–	–
Marie Curie	–	–	–
Support costs	418,658	78,008	496,666
	<u>879,232</u>	<u>324,896</u>	<u>1,204,128</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2022	Total fund 2021
	£	£	£	£
Policy Training	–	–	–	14,000
Policy Management	40,121	–	40,121	46,322
Creu Cymru	–	–	–	5,518
Cardiff and Vale University Health				
Board Mental Health Grant	46,347	–	46,347	67,847
Vale of Glamorgan	27,575	–	27,575	18,041
Welsh Government Section 64	81,991	–	81,991	97,642
Welsh Government Toolkit	5,738	–	5,738	10,994
Welsh Government - Mental Health				
Recovery Support Fund	38,707	–	38,707	16,317
Welsh Government Cultural				
Competency Certification	56,434	–	56,434	13,508
Swansea University - Equality and				
Human Rights Research	–	–	–	19,363
Natural Resource Wales	883	–	883	1,986
HAFAL	36,276	–	36,276	28,797
Direct Payments – Bridgend	19,659	–	19,659	26,760
Direct Payments - Newport	31,233	277,137	31,233	28,725
Direct Payments - West Wales	992	88,400	89,392	493,063
Direct Payments - Gwynedd	32,601	–	32,601	–
Direct Payments - Swansea	17,724	–	17,724	–
Social Care Wales	–	–	–	6,760
WCVA - Advocacy	24,109	–	24,109	19,773
Cardiff University	293	–	293	3,300

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

9. Expenditure on charitable activities by activity type (continued)

	Activities undertaken directly	Support costs	Total funds 2022	Total fund 2021
	£	£	£	£
WG Community Cohesion	2,400	–	2,400	–
Mental Health Additional	5,150	–	5,150	–
LHB Additional	7,086	–	7,086	–
Marie Curie	487	–	487	–
Central Costs	–	–	–	285,412
	<u>475,806</u>	<u>365,537</u>	<u>841,343</u>	<u>1,204,128</u>

10. Analysis of support costs

	Direct Payments	Central Costs	Total 2022	Total 2021
	£	£	£	£
Staff costs	77,792	142,229	220,021	355,009
Premises	–	39,545	39,545	38,738
Communications and IT	2,582	17,494	20,076	20,587
Finance costs	632	1,658	2,290	1,792
Governance costs	5,789	45,823	51,612	41,681
Other office costs	1,605	26,254	27,859	31,208
Activities	–	–	–	1,286
Depreciation	–	4,134	4,134	6,365
	<u>88,400</u>	<u>277,137</u>	<u>365,537</u>	<u>496,666</u>

11. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2022	2021
	£	£
Amortisation of ILS database	2,784	2,784
Depreciation of tangible fixed assets	1,350	3,581
Auditors remuneration	6,696	6,258

12. Staff costs

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

	2022	2021
	£	£
Wages and salaries	570,312	869,858
Social security costs	46,238	59,336
Employer contributions to pension plans	12,479	20,440
	<u>629,029</u>	<u>949,634</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

12. Staff costs *(continued)*

The average head count of employees during the year was 25 (2021: 40). The average number of full time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff	<u>22</u>	<u>37</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

13. Trustee remuneration and expenses

No trustee received any remuneration during the year (2021: £nil).

All trustees are entitled to claim expenses for attending meetings, two trustees claimed a total of £268 in respect of meeting expenses (2021: £50).

14. Transfers between funds

There were nil transfers between funds during the year (2021: £75,449).

15. Intangible assets

	ILS Database
	£
Valuation	
At 1 April 2021 and 31 March 2022	<u>55,797</u>
Amortisation	
At 1 April 2021	17,243
Charge for the year	<u>2,784</u>
At 31 March 2022	<u>20,027</u>
Carrying amount	
At 31 March 2022	<u>35,770</u>
At 31 March 2021	<u>38,554</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

16. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Equipment £	Total £
Cost				
At 1 April 2021	5,307	14,939	89,225	109,471
Additions	—	—	7,753	7,753
At 31 March 2022	5,307	14,939	96,978	117,224
Depreciation				
At 1 April 2021	5,307	14,939	87,358	107,604
Charge for the year	—	—	1,350	1,350
At 31 March 2022	5,307	14,939	88,708	108,954
Carrying amount				
At 31 March 2022	—	—	8,270	8,270
At 31 March 2021	—	—	1,867	1,867

17. Debtors

	2022 £	2021 £
Trade debtors	191,089	220,157
Prepayments and accrued income	7,367	7,710
	198,456	227,867

18. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	8,611	9,652
Deferred income	61,815	28,385
Accruals	66,349	62,165
Social security and other taxes	11,981	15,506
Other creditors	—	20,588
	148,756	136,296

19. Deferred income

	2022 £	2021 £
At 1 April 2021	28,385	1,500
Amount released to income	(28,385)	(1,500)
Amount deferred in year	61,815	28,385
At 31 March 2022	61,815	28,385

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

19. Deferred income *(continued)*

Grant funding included within Deferred income and accruals as at 31 March 2022:

	£
LHB Additional	17,915
Mental Health Additional	11,850
Welsh Government Cultural Competency Certification	13,459
HAFAL	11,461
Cardiff University	1,665
BME	3,450
Marie Curie	2,015
	<u>61,815</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 £12,479 (2021: £20,440).

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	735,562	262,919	(467,746)	—	530,735
	<u>735,562</u>	<u>262,919</u>	<u>(467,746)</u>	<u>—</u>	<u>530,735</u>

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	425,662	1,113,683	(879,232)	75,449	735,562
	<u>425,662</u>	<u>1,113,683</u>	<u>(879,232)</u>	<u>75,449</u>	<u>735,562</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

21. Analysis of charitable funds

Restricted funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Welsh Government - Section 64	–	105,877	(81,991)	–	23,886
Vale of Glamorgan	–	21,765	(27,575)	–	(5,810)
Mental Health Additional	–	5,150	(5,150)	–	–
LHB Additional	–	7,085	(7,086)	–	(1)
Social Care Wales	–	–	–	–	–
Cardiff University	–	3,835	(293)	–	3,542
Creu Cymru	–	2,000	–	–	2,000
Policy Management	–	1,350	(40,121)	–	(38,771)
Policy Training	–	17,050	–	–	17,050
Welsh Government Cultural Competency Certification	–	65,697	(56,434)	–	9,263
Swansea University - Equality and Human Rights Research	–	–	–	–	–
Natural Resource Wales	–	8,014	(883)	–	7,131
HAFAL Newport Mental Health Project	–	42,936	(36,276)	–	6,660
Cardiff and Vale University Health Board - Mental Health Grant	–	66,897	(46,347)	–	20,550
Welsh Government Mental Health Recovery Support Fund	–	53,197	(38,707)	–	14,490
WCVA - Advocacy	–	26,362	(24,109)	–	2,253
WG Toolkit	–	–	(5,738)	–	(5,738)
Marie Curie	–	1,549	(487)	–	1,062
WG Community Cohesion	–	12,000	(2,400)	–	9,600
	–	440,764	(373,597)	–	67,167

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

21. Analysis of charitable funds *(continued)*

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
Welsh Government -					
Section 64	37,179	97,642	(97,642)	(37,179)	-
Vale of Glamorgan	-	18,041	(18,041)	-	-
Mental Health Additional	-	-	-	-	-
LHB Additional	-	-	-	-	-
Social Care Wales	-	6,760	(6,760)	-	-
Cardiff University	-	3,300	(3,300)	-	-
Creu Cymru	-	5,518	(5,518)	-	-
Policy Management	-	3,450	(3,450)	-	-
Policy Training	-	14,000	(14,000)	-	-
Welsh Government					
Cultural Competency					
Certification	-	13,508	(13,508)	-	-
Swansea University -					
Equality and Human					
Rights Research	-	19,363	(19,363)	-	-
Natural Resource Wales	-	1,986	(1,986)	-	-
HAFAL Newport Mental					
Health Project	-	28,797	(28,797)	-	-
Cardiff and Vale					
University Health Board					
- Mental Health Grant	38,270	67,847	(67,847)	(38,270)	-
Welsh Government					
Mental Health Support					
Fund	-	16,317	(16,317)	-	-
WCVA - Advocacy	-	19,773	(19,773)	-	-
WG Toolkit	-	8,594	(8,594)	-	-
Marie Curie	-	-	-	-	-
WG Community					
Cohesion	-	-	-	-	-
	<u>75,449</u>	<u>324,896</u>	<u>(324,896)</u>	<u>(75,449)</u>	<u>-</u>

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

21. Analysis of charitable funds *(continued)*

Welsh Government Section 64 third sector mental health grant - All-Wales mental Health Project that focuses on representing the views, opinions and experiences of ethnic minority adults with mental ill-health to policy makers and practitioners at a strategic level.

Vale of Glamorgan Independent Professional Advocacy service to disabled adults.

Mental health awareness raising to schoolchildren in Key Stages 2 and 3, and young people up to 25 years old in Cardiff, Newport, Swansea and Wrexham with a focus on supporting ethnic minority children and young people.

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.

Strengthening and Advancing Equality and Human Rights in Wales research and policy project - Partnership with Swansea and Bangor Universities. Funded research for Welsh Government.

Natural Resources Wales - Equality, Diversity and Inclusion research and consultancy project, including staff and stakeholder engagement.

Adfeiriad (formerly Hafal) - Partnership with Adfeiriad to provide commissioned services for Aneurin Bevan UHB. Providing mental health 'Recovery Workers' to ensure culturally competence mental health support.

WCVA Advocacy project - Grant funded by WCVA to provide a community advocacy service, supporting people across Wales on a range of issues.

Welsh Government Mental Health Recovery Support Fund - Grant providing an all-Wales mental health support and engagement project with activities run throughout the week online as well as one to one telephone support in a range of languages.

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

22. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2022 £
ILS Database	35,770	35,770
Tangible fixed assets	8,270	8,270
Current assets	553,862	553,862
Net assets	597,902	597,902

	Unrestricted Funds £	Total Funds 2021 £
ILS Database	38,554	38,554
Tangible fixed assets	1,867	1,867
Current assets	695,141	695,141
Net assets	735,562	735,562

23. 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:

	2022 £	2021 £
Carmarthenshire County Council	–	27
Ceredigion County Council	–	2,760
Bridgend County Council	–	671,003
Newport City Council	275,285	272,938
Pembrokeshire County Council	–	42
Swansea City Council	836,304	–
Gwynedd County Council	563,698	–
Other	19,105	3,990

24. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	603,570	(99,408)	504,162

25. Operating lease commitments

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

	2022 £	2021 £
Not later than 1 year	35,000	35,000
Later than 1 year and not later than 5 years	15,048	–
Later than 5 years	–	13,056
	50,048	48,056

Diverse Excellence Cymru Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

26. Limitation of auditors liability

By way of a members' resolution dated 18th November 2021, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.