

**Diverse Excellence Cymru Limited**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2021**



**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 2021**

	<b>Page</b>
Trustees' annual report (incorporating the director's report)	<b>1</b>
Independent auditor's report to the members	<b>9</b>
Statement of financial activities (including income and expenditure account)	<b>13</b>
Statement of financial position	<b>14</b>
Statement of cash flows	<b>15</b>
Notes to the financial statements	<b>16</b>

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2021**

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 2021.

#### **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	
Mr B Coates	
Ms H Dodoo	
Ms R Gibson	
Mr P Majithia	(Appointed 28 September 2021)
Ms L Perry	(Appointed 28 July 2020)
Ms H Roberts	(Appointed 28 July 2020)
Ms E Aure	(Resigned 27 July 2021)
Mr A Quinn Aziz	(Resigned 10 November 2020)
Ms S Rees	(Appointed 28 July 2020 Resigned 27 July 2021)

#### **Auditor**

Jonathan Rhodes BSc BFP FCA  
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 2021**

##### **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, 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 2021**

##### **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 2021**

##### **Achievements and performance**

In the year to 31 March 2021, 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. COVID-19 has presented significant challenges to the organisation, restructuring our services and operations to deliver fully remote services ensuring that we continue to support people across Wales.

During this period, the demand for many of our services increased and changed due in part to the isolating nature of the necessary social restrictions on all citizens.

It is in this time that we have expanded our Advocacy service to include a community advocacy telephone and digital service to clients in Cardiff and the Vale of Glamorgan, funded by the WCVA.

Our Mental Health Support services to Black, Asian and minority ethnic people expanded in this time with an online recovery support programme providing telephone and online support and wellbeing activities to people across Wales, funded by Welsh Government.

In recognition of its commitment to the organisation's

Engagement with diverse people across Wales took place during the year. Early in the first lockdown period, the organisation delivered a programme of online engagement events focusing on the experiences of diverse people during the period, talking to people across the country. As part of the Welsh Government's Race Equality Action Plan engagement programme, we held conversations with the people we support about their experiences of racial equality and inequalities particularly accessing services.

The organisation, led by a Senior Management Team and two Acting Joint CEOs maintained our high standards of service delivery to all our customers under particularly difficult circumstances, working hard to ensure continuity of services and growth.

We must congratulate all staff for their dedication and commitment ensuring we never lost sight of what really matters, the people who use our services. As you can see from the following overview, we have been successful in delivering positive results in all areas of our operation. We would like to take this opportunity to thank all the staff, trustees, volunteers, clients and service partners for their support, ensuring this year ended with a positive outcome for the future, particularly during this time.

##### **Advocacy**

Working under the Social Care and Wellbeing (Wales) Act 2014, Diverse Cymru provides a free and Independent Professional Advocacy (IPA) service for disabled users of Adult Social Services who are resident in the Vale of Glamorgan, commissioned by the Council. During this year we secured additional funding from the WCVA to provide a community advocacy service to clients in Cardiff and the Vale of Glamorgan.

##### **Direct Payments**

Direct payments are an alternative to having 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. Diverse Cymru support disabled people and carers to achieve this control in 5 counties across Wales.

This is the final year that Diverse Cymru delivers a full DP support service to the 3 West Wales counties of Ceredigion, Carmarthenshire and Pembrokeshire. A full support service is also provided in Bridgend and a payroll and managed accounts service is delivered in Newport. In total, the organisation supports close to 2,000 people to manage their direct payments in Wales.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2021**

##### **Achievements and performance *(continued)***

###### **BME Mental Health Recovery Project**

Commissioned by the Cardiff and Vale University Health Board, Diverse Cymru provides support, befriending and advice to Black and Minority Ethnic (BME) people in Cardiff and the Vale of Glamorgan who are affected by mental ill health. During this year we worked with clients both remotely and face to face (when possible) through an individual recovery plan, collaborating to identify individual goals and ideal paths to recovery, and provide essential support in the community and a befriending service. Towards the end of this year we started to deliver a counselling service working with our clients towards their mental health recovery.

###### **BME Mental Health All Wales Projects**

Funded by Welsh Government through a Section 64 Grant.

Activities continued into ensuring that the views and experiences of people from Black, Asian and minority ethnic backgrounds are considered at a policy level in Wales. These were:

###### **BME Mental Health Workplace Good Practice Certification Scheme**

This is the first of its kind in the UK and is endorsed by Royal College of Psychiatrists in Wales and accredited by the United Kingdom Investors in Equality and Diversity. This year our ground breaking scheme continued to work with all 7 Welsh Health Boards, Public Health Wales and third sector providers, to improve the accessibility and quality of social care and mental health services and ensure cultural competency.

###### **BAME Dementia Project**

Recognising that there is a lack of specific information/services on and for people from Black, Asian and minority ethnic backgrounds with dementia and their carers and families in Wales activities continued to highlight this area at a policy level and develop proposals for engagement and research.

###### **Hype Cymru**

Our HYPE Cymru project (Helping Young People through Empowerment) continued to engage with ethnic minority children and young people across Wales, taking activities online and developing additional approaches to talking about mental health.

Support packs with wellbeing activities were developed and posted to people referred into the project to help with their social isolation. Online activities included yoga and mindfulness with Green Prescription activities taking place in line with social distancing rules.

###### **Policy, Engagement and Training**

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.

Diverse Cymru also has a proven track-record of delivering high-quality specialist equality and diversity research and engagement. The provision of this service contributes to ensuring that the voices of people affected by inequality are heard and acted upon by decision-makers. In this year, the department completed a partnership with Swansea University and Bangor University on the 'Strengthening and Advancing Equality and Human Rights in Wales' report for Welsh Government, engaging and speaking with people across Wales.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2021**

Other work included engagement with people who use our services on the Welsh Government's Race Equality Action Plan.

Finally towards the end of the year, Diverse Cymru developed its own Manifesto calling for a 'Fair and Equal Wales' during the 2021 Senedd election.

Diverse Cymru's 'Manifesto for a fair and equal Wales' calls for action in 6 key areas:

- Enshrine human rights and equality for all in Welsh law, policy and action
- Health and social care must provide an integrated, seamless service, which actively recognises and accounts for each individual's views, wishes, and circumstances
- Build back better as we recover from COVID-19
- All transport must be accessible, safe, and inclusive
- All information must be accessible and inclusive
- Positive action for increased representation of all under-represented groups and involvement of diverse people

#### **Financial review**

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

This is the ninth year of operation for the Charity during which the organisation has continued to grow with a surplus of £234,451 increase in the Incoming Resources.

The average number of employees, calculated on the basis of full time equivalents, has decreased from 38 to 37

##### **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 six months running costs in order to ensure continued operation and appropriate cash flow management.

Unrestricted funds stand at £735,562.

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.

##### **Principle Funding**

The principle funding of the Charity is through the Direct Payments operations for £1,095,280. 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.



# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

##### 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 Carmarthenshire County Council, Ceredigion County Council, Pembrokeshire County Council, Bridgend County Borough Council and Newport City 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 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:

	2021 £	2020 £
Carmarthenshire County Council	27	1,596,350
Ceredigion County Council	2,760	611,511
Bridgend County Council	671,003	467,418
Newport City Council	272,938	229,902
Pembrokeshire County Council	42	493,130
Other	3,990	13,417

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

##### 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.

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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.

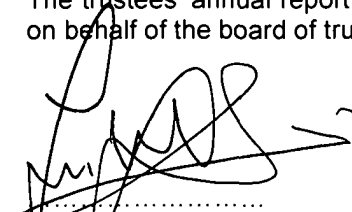
#### Auditor

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

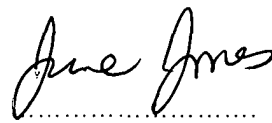
- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that 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 23/11/21 and signed on behalf of the board of trustees by:



Mr J Williams  
Trustee



Ms J Jones (Francois)  
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 2021**

#### **Opinion**

We have audited the financial statements of Diverse Excellence Cymru Limited (the 'charity') for the year ended 31 March 2021 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 2021 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.

#### **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.

# **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 2021**

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.

#### **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 2021**

#### **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 company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- 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 company of the Covid-19 pandemic and the UK's departure from the EU. In particular to note whether any such issues would affect the company'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 2021**

- 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

23 Nov 2021

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

Year ended 31 March 2021

		Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
	Note				
<b>Income and endowments</b>					
Donations and legacies	5	2,556	–	2,556	994
Charitable activities	6	–	323,646	323,646	267,746
Other Income	7	15,847	1,250	17,097	4,542
Direct Payments	7	1,095,280	–	1,095,280	1,043,802
<b>Total income</b>		<u>1,113,683</u>	<u>324,896</u>	<u>1,438,579</u>	<u>1,317,084</u>
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	879,232	324,896	1,204,128	1,178,773
<b>Total expenditure</b>		<u>879,232</u>	<u>324,896</u>	<u>1,204,128</u>	<u>1,178,773</u>
<b>Net income</b>		<u>234,451</u>	<u>–</u>	<u>234,451</u>	<u>138,311</u>
Transfers between funds	14	75,449	(75,449)	–	–
<b>Net movement in funds</b>		<u>309,900</u>	<u>(75,449)</u>	<u>234,451</u>	<u>138,311</u>
<b>Reconciliation of funds</b>					
Total funds brought forward	20	425,662	75,449	501,111	362,800
<b>Total funds carried forward</b>		<u>735,562</u>	<u>–</u>	<u>735,562</u>	<u>501,111</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 16 to 31 form part of these financial statements.

# Diverse Excellence Cymru Limited

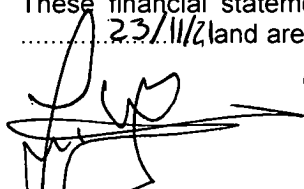
## Company Limited by Guarantee

### Statement of Financial Position


31 March 2021

	Note	2021 £	2020 £
<b>Fixed assets</b>			
ILS Database	15	38,554	41,338
Tangible fixed assets	16	<u>1,867</u>	<u>5,448</u>
		<b>40,421</b>	<b>46,786</b>
<b>Current assets</b>			
Debtors	17	227,867	138,554
Cash at bank and in hand		<u>603,570</u>	<u>377,271</u>
		<b>831,437</b>	<b>515,825</b>
<b>Creditors: amounts falling due within one year</b>	18	<u>136,296</u>	<u>61,500</u>
<b>Net current assets</b>		<b>695,141</b>	<b>454,325</b>
<b>Total assets less current liabilities</b>		<u><b>735,562</b></u>	<u><b>501,111</b></u>
<b>Net assets</b>		<u><b>735,562</b></u>	<u><b>501,111</b></u>
<b>Funds of the charity</b>			
Restricted funds		–	75,449
Unrestricted funds		<u><b>735,562</b></u>	<u><b>425,662</b></u>
<b>Total charity funds</b>	20	<u><b>735,562</b></u>	<u><b>501,111</b></u>

These financial statements were approved by the board of trustees and authorised for issue on 23/11/21 and are signed on behalf of the board by:



Mr J Williams  
Trustee



Ms J Jones (Francois)  
Trustee

The notes on pages 16 to 31 form part of these financial statements.



# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2021

	2021 £	2020 £
<b>Cash flows from operating activities</b>		
Net income	234,451	138,311
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	3,581	9,011
Amortisation of ILS Database	2,784	2,790
Interest payable and similar charges	9,850	8,156
Accrued expenses/(income)	90,006	(13,466)
<i>Changes in:</i>		
Trade and other debtors	(131,535)	31,876
Trade and other creditors	27,012	(12,023)
Cash generated from operations	236,149	164,655
Interest paid	(9,850)	(8,156)
Net cash from operating activities	226,299	156,499
<b>Net increase in cash and cash equivalents</b>	226,299	156,499
<b>Cash and cash equivalents at beginning of year</b>	377,271	220,772
<b>Cash and cash equivalents at end of year</b>	603,570	377,271

The notes on pages 16 to 31 form part of these financial statements.

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2021**

#### **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

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

##### **Going concern**

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

The Covid-19 pandemic has had a major impact on the UK in very many ways. The charity has taken all necessary steps to allow it to operate.

##### **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 2021

#### 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
----------------	---	---

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2021**

#### **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:

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 2021

#### 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 2021 £
Donations	<u>2,556</u>	<u>—</u>	<u>2,556</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations	<u>994</u>	<u>—</u>	<u>994</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

Year ended 31 March 2021

#### 6. Charitable activities

##### Direct Payments

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

	Restricted Funds £	Total Funds 2021 £	Restricted Funds £	Total Funds 2020 £
Policy Training	14,000	<b>14,000</b>	12,702	12,702
Policy Management	3,450	<b>3,450</b>	36,864	36,864
Social Care Wales - Policy project	6,760	<b>6,760</b>	–	–
Creu Cymru /ACW	5,518	<b>5,518</b>	5,518	5,518
Cardiff & Vale University Local Health				
Board Mental Health Grant	66,597	<b>66,597</b>	66,597	66,597
Cardiff University SLA	3,300	<b>3,300</b>	–	–
Vale of Glamorgan	18,041	<b>18,041</b>	17,515	17,515
Welsh Government Section 64	97,642	<b>97,642</b>	98,339	98,339
Welsh Government toolkit	8,594	<b>8,594</b>	9,646	9,646
Welsh Government - Cultural				
Competency Certification	13,508	<b>13,508</b>	–	–
Welsh Government - Mental Health				
Recovery Support Fund	16,317	<b>16,317</b>	–	–
Wales Public Body Equality	–	–	5,200	5,200
Natural Resources Wales	1,986	<b>1,986</b>	–	–
Swansea University - Equality and				
Human Rights Research	19,363	<b>19,363</b>	–	–
WCVA- Advocacy	19,773	<b>19,773</b>	–	–
HAFAL Newport - Mental Health				
Project	28,797	<b>28,797</b>	–	–
Data Cymru - SHEP	–	–	10,850	10,850
Dementia Friendly Communities	–	–	4,515	4,515
	<u>323,646</u>	<u><b>323,646</b></u>	<u>267,746</u>	<u>267,746</u>

#### 7. Other income

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

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

Year ended 31 March 2021

#### 7. Other income *(continued)*

	Direct Payments	Other Income	Total Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£	£	£
Service user involvement training	–	2,695	2,695	–	2,695
Other Income	–	633	633	1,214	1,847
Race Equality Management	–	–	–	–	–
West Wales - Direct Payments	932,923	–	932,923	–	932,923
Newport - Direct Payments	38,928	–	38,928	–	38,928
Bridgend - Direct Payments	71,951	–	71,951	–	71,951
	<u>1,043,802</u>	<u>3,328</u>	<u>1,047,130</u>	<u>1,214</u>	<u>1,048,344</u>

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

	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
Wales Public Body Equality	–	–	–
Data Cymru /SHEP	–	–	–
Dementia Friendly Communities	–	–	–
Swansea University – Equality and Human Rights Research	–	10,500	10,500
Natural Resource Wales	–	1,986	1,986
HAFAL Newport	–	24,225	24,225
EHRC PSED	–	–	–
Training	–	–	–
Direct Payments - Bridgend	26,760	–	26,760
Direct Payments - Newport	28,725	–	28,725
Direct Payments - West Wales	359,817	–	359,817
Fundraising and Projects	–	–	–
Social Care Wales	–	3,669	3,669
WCVA Advocacy	–	17,675	17,675
Cardiff University	–	1,793	1,793
Support costs	418,658	78,008	496,666
	<u>879,232</u>	<u>324,896</u>	<u>1,204,128</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

Year ended 31 March 2021

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

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Policy Training	–	16,484	16,484
Policy Management	–	34,325	34,325
Creu Cymru	–	5,518	5,518
Cardiff and Vale University Health Board Mental Health Grant	–	47,709	47,709
Vale of Glamorgan	–	26,077	26,077
Welsh Government Section 64	–	80,305	80,305
Welsh Government Toolkit	–	9,646	9,646
Welsh Government Mental Health Support Fund	–	–	–
Welsh Government Cultural Competency Certification	–	–	–
Wales Public Body Equality	–	5,200	5,200
Data Cymru /SHEP	–	10,850	10,850
Dementia Friendly Communities	–	4,515	4,515
Swansea University – Equality and Human Rights Research	–	–	–
Natural Resource Wales	–	–	–
HAFAL Newport	–	–	–
EHRC PSED	–	6,378	6,378
Training	1,981	–	1,981
Direct Payments - Bridgend	45,422	–	45,422
Direct Payments Newport	29,530	–	29,530
Direct Payments - West Wales	528,043	–	528,043
Fundraising and projects	18,934	–	18,934
Social Care Wales	–	–	–
WCVA Advocacy	–	–	–
Cardiff University	–	–	–
Support costs	307,856	–	307,856
	<u>931,766</u>	<u>247,007</u>	<u>1,178,773</u>



# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

Year ended 31 March 2021

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

	Activities undertaken directly	Support costs	Total funds 2021 £	Total fund 2020 £
Policy Training	7,598	6,402	14,000	16,484
Policy Management	44,749	1,573	46,322	34,325
Creu Cymru	4,932	586	5,518	5,518
Cardiff and Vale University Health Board Mental Health Grant	46,291	21,556	67,847	47,709
Vale of Glamorgan	16,127	1,914	18,041	26,077
Welsh Government Section 64	79,494	18,148	97,642	80,305
Welsh Government Toolkit	10,994	–	10,994	9,646
Welsh Government – Mental Health Recovery Support Fund	8,619	7,698	16,317	–
Welsh Government Cultural Competency Certification	13,508	–	13,508	–
Wales Public Body Equality	–	–	–	5,200
Data Cymru /SHEP	–	–	–	10,850
Dementia Friendly Communities	–	–	–	4,515
Swansea University – Equality and Human Rights Research	10,500	8,863	19,363	–
Natural Resource Wales	1,986	–	1,986	–
HAFAL Newport	24,225	4,572	28,797	–
EHRC PSED	–	–	–	6,378
Training	–	–	–	1,981
Direct Payments - Bridgend	26,760	–	26,760	45,422
Direct Payments Newport	28,725	–	28,725	29,530
Direct Payments - West Wales	359,817	133,246	493,063	528,043
Funding & Project Management	–	–	–	55,570
Social Care Wales	3,669	3,091	6,760	–
WCVA Advocacy	17,675	2,098	19,773	–
Cardiff University	1,793	1,507	3,300	–
Central Costs	–	285,412	285,412	271,220
	<u>707,462</u>	<u>496,666</u>	<u>1,204,128</u>	<u>1,178,773</u>

## Diverse Excellence Cymru Limited

### Company Limited by Guarantee

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

#### Year ended 31 March 2021

##### 10. Analysis of support costs

	Hafal Newport	Social Care Wales	WCVA Advocacy	Vale of Glamorgan	Creu Cymru	Welsh Government Section 64	Direct Payments West Wales	Central costs
	£	£	£	£	£	£	£	£
Staff costs	4,572	3,091	2,098	1,914	586	18,148	123,858	153,143
Premises	—	—	—	—	—	—	—	38,738
Communications and IT	—	—	—	—	—	—	3,919	16,668
Finance costs	—	—	—	—	—	—	1,370	422
Governance costs	—	—	—	—	—	—	2,005	39,676
Other office costs	—	—	—	—	—	—	2,094	29,114
Travel costs	—	—	—	—	—	—	—	—
Activities	—	—	—	—	—	—	—	1,286
Depreciation	—	—	—	—	—	—	—	6,365
	<u>4,572</u>	<u>3,091</u>	<u>2,098</u>	<u>1,914</u>	<u>586</u>	<u>18,148</u>	<u>133,246</u>	<u>285,412</u>

## Diverse Excellence Cymru Limited

### Company Limited by Guarantee

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

#### Year ended 31 March 2021

#### 10. Analysis of support costs (continued)

	Training	Policy Equality and Management	Human Rights Research	Cardiff University	Welsh Government Mental Health Recovery Fund	Cardiff and Vale University Health Board- Mental Health Grant	Total 2021 £	Total 2020 £
Staff costs	£ 6,402	£ 1,573	£ 8,863	£ 1,507	£ 7,698	£ 21,556	<b>355,009</b>	182,396
Premises	–	–	–	–	–	–	<b>38,738</b>	37,948
Communications and IT	–	–	–	–	–	–	<b>20,587</b>	20,135
Finance costs	–	–	–	–	–	–	<b>1,792</b>	1,472
Governance costs	–	–	–	–	–	–	<b>41,681</b>	52,162
Other office costs	–	–	–	–	–	–	<b>31,208</b>	19,879
Travel costs	–	–	–	–	–	–	–	–
Activities	–	–	–	–	–	–	<b>1,286</b>	997
Depreciation	–	–	–	–	–	–	<b>6,365</b>	11,801
	<u>6,402</u>	<u>1,573</u>	<u>8,863</u>	<u>1,507</u>	<u>7,698</u>	<u>21,556</u>	<b><u>496,666</u></b>	<b><u>307,856</u></b>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

##### 11. Net income

Net income is stated after charging/(crediting):

	2021	2020
	£	£
Amortisation of ILS database	2,784	2,790
Depreciation of tangible fixed assets	3,581	9,011
Auditors Remuneration	<u>6,258</u>	<u>6,072</u>

##### 12. Staff costs

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

	2021	2020
	£	£
Wages and salaries	869,858	809,366
Social security costs	59,336	67,080
Employer contributions to pension plans	<u>20,440</u>	<u>18,365</u>
	<u>949,634</u>	<u>894,811</u>

The average head count of employees during the year was 40 (2020: 41). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff	<u>37</u>	<u>38</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

##### 13. Trustee remuneration and expenses

No trustee received any remuneration during the year (2020: £nil).

All trustees are entitled to claim expenses for attending meetings, one trustee claimed £50 in respect of Association of Chairs subscription (2020: £19).

##### 14. Transfers between funds

There were £75,449 transfers between funds during the year reappportioning earlier year unrestricted funds (2020: £4,819).

##### 15. Intangible assets

	ILS Database £
<b>Cost</b>	
At 1 April 2020 and 31 March 2021	<u>55,797</u>
<b>Amortisation</b>	
At 1 April 2020	14,459
Charge for the year	<u>2,784</u>
At 31 March 2021	<u>17,243</u>
<b>Carrying amount</b>	
At 31 March 2021	<u>38,554</u>
At 31 March 2020	<u>41,338</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

### Notes to the Financial Statements (continued)

#### Year ended 31 March 2021

#### 16. Tangible fixed assets

	Leasehold property £	Fixtures and fittings £	Equipment £	Total £
<b>Cost</b>				
At 1 April 2020 and 31 March 2021	<u>5,307</u>	<u>14,939</u>	<u>89,225</u>	<u>109,471</u>
<b>Depreciation</b>				
At 1 April 2020	5,307	14,939	83,777	104,023
Charge for the year	<u>–</u>	<u>–</u>	<u>3,581</u>	<u>3,581</u>
At 31 March 2021	<u>5,307</u>	<u>14,939</u>	<u>87,358</u>	<u>107,604</u>
<b>Carrying amount</b>				
At 31 March 2021	<u>–</u>	<u>–</u>	<u>1,867</u>	<u>1,867</u>
At 31 March 2020	<u>–</u>	<u>–</u>	<u>5,448</u>	<u>5,448</u>

#### 17. Debtors

	2021 £	2020 £
Trade debtors	220,157	80,246
Prepayments and accrued income	<u>7,710</u>	<u>58,308</u>
	<u>227,867</u>	<u>138,554</u>

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

	2021 £	2020 £
Trade creditors	9,652	2,200
Accruals and deferred income	90,550	42,767
Social security and other taxes	15,506	16,533
Other creditors	<u>20,588</u>	<u>–</u>
	<u>136,296</u>	<u>61,500</u>

#### 19. 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 £20,440 (2020: £18,365).

#### 20. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	<u>425,662</u>	<u>1,113,683</u>	<u>(879,232)</u>	<u>75,449</u>	<u>735,562</u>
	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
General funds	<u>314,123</u>	<u>1,048,124</u>	<u>(931,766)</u>	<u>(4,819)</u>	<u>425,662</u>

# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

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

##### Restricted funds

	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)	-	-
Cardiff University	-	3,300	(3,300)	-	-
Creu Cymru	-	5,518	(5,518)	-	-
Swansea University – Equality and Human Rights Research	-	19,363	(19,363)	-	-
Natural Resource Wales	-	1,986	(1,986)	-	-
HAFAL Newport Cardiff and Vale	-	28,797	(28,797)	-	-
University Health Board - Mental Health Grant	38,270	67,847	(67,847)	(38,270)	-
Welsh Government – Mental Health Recovery Support Fund	-	16,317	(16,317)	-	-
WCVA - Advocacy	-	19,773	(19,773)	-	-
Dementia friendly communities	-	-	-	-	-
Welsh Government Toolkit	-	8,594	(8,594)	-	-
Wales Public Body Equality	-	-	-	-	-
Data Cymru	-	-	-	-	-
PSED (EHRC)	-	-	-	-	-
Policy Training	-	14,000	(14,000)	-	-
Policy Management	-	3,450	(3,450)	-	-
Social Care Wales	-	6,760	(6,760)	-	-
Welsh Government Cultural Competency Certification	-	13,508	(13,508)	-	-
	<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 2021

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

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
Welsh Government - Section 64	19,145	98,339	(80,305)	—	<b>37,179</b>
Vale of Glamorgan	—	17,515	(26,077)	8,562	—
Social Care Wales	—	—	—	—	—
Cardiff University	—	—	—	—	—
Creu Cymru	—	5,518	(5,518)	—	—
Swansea University – Equality and Human Rights Research	—	—	—	—	—
Natural Resource Wales	—	—	—	—	—
HAFAL Newport Cardiff and Vale	—	—	—	—	—
University Health Board - Mental Health Grant	19,382	66,597	(47,709)	—	<b>38,270</b>
Welsh Government – Mental Health Recovery Support Fund	1,204	—	—	(1,204)	—
WCVA - Advocacy	—	—	—	—	—
Dementia friendly communities	—	4,515	(4,515)	—	—
Welsh Government Toolkit	—	9,646	(9,646)	—	—
Wales Public Body Equality	—	5,200	(5,200)	—	—
Data Cymru	—	10,850	(10,850)	—	—
PSED (EHRC)	6,378	—	(6,378)	—	—
Policy Training	2,568	13,916	(16,484)	—	—
Policy Management	—	36,864	(34,325)	(2,539)	—
Social Care Wales	—	—	—	—	—
	<u>48,677</u>	<u>268,960</u>	<u>(247,007)</u>	<u>4,819</u>	<u><b>75,449</b></u>

# **Diverse Excellence Cymru Limited**

## **Company Limited by Guarantee**

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

#### **Year ended 31 March 2021**

##### **20. 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.

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.

Vale of Glamorgan Independent Professional Advocacy service to disabled adults

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.

Afeiriad (formerly Hafal) - Partnership with Afeiriad 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.

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.



# Diverse Excellence Cymru Limited

## Company Limited by Guarantee

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

#### Year ended 31 March 2021

#### 21. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
ILS Database	38,554	–	<b>38,554</b>
Tangible fixed assets	1,867	–	<b>1,867</b>
Current assets	695,141	–	<b>695,141</b>
<b>Net assets</b>	<b>735,562</b>	<b>–</b>	<b>735,562</b>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
ILS Database	41,338	–	41,338
Tangible fixed assets	5,448	–	5,448
Current assets	378,876	75,449	454,325
<b>Net assets</b>	<b>425,662</b>	<b>75,449</b>	<b>501,111</b>

#### 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:

	2021 £	2020 £
Carmarthenshire County Council	27	1,596,350
Ceredigion County Council	2,760	611,511
Bridgend County Council	671,003	467,418
Newport City Council	272,938	229,902
Pembrokeshire County Council	42	493,130
Other	3,990	13,417

#### 23. Analysis of changes in net debt

	At 1 Apr 2020 £	Cash flows £	At 31 Mar 2021 £
Cash at bank and in hand	377,271	226,299	<b>603,570</b>

#### 24. Operating lease commitments

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

	2021 £	2020 £
Within 1 year	35,000	–
Later than 5 years	13,056	44,600

#### 25. Limitation of auditors liability

By way of a members' resolution dated 10th November 2020, 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.